

[illegible]

7. AĖI , AA |A;ÖA;É I ÜEÎ °;ĐT̂ .. ÇÌ WÈ
10-3-2012 «YÚ ÁŮ¼;Ä÷ ÛÌ Ì I ÜEÎ °;ĐT̂
A0¾Ç;đ .. ÄĖÍ , ÖAD¼Đ. AĖI , ±¾Ç;ÁŮ¼;Ä÷

Øl l s ¼iÉ Ó ËÀØ Å°iÄ ½ Æ
 ¼iÆÜ°iÄ ÅØ ¼Ø¼iÅØ, ØÐÏ §iÅØ - ØÇ
 fÄi, Ø st i Ð° Æ §¼x i ØÐ ÅÜ¼iÄ Ùl
 ¼ ÅØ ¼iÅØ¼Ø. l ÜEÖ °iÐ¼ØÄ¼iÄ Õ
 « ËÄÖSÄ iÄ Õ ±YÄ¼iØ Å°iÄ ½ Æ
 ¼iÆÜ°iÄ ÅØ ¼ØÐÄiÜ ±¼iÅÜ¼iÄ ÷
 ¼iÄ, Ø¼E ÆÖ, Å°iÄ ½ «¼iÄ ÖÖ
 SÄNÏ §iÜ ÅÖÖ, ÕÜÜ l iÜÇiÅ¼iÅÜ¼iÄ ÷
 iY ËÄØ - ØÇ Å°iÄ ½ «¼iÄ ÇY
 «ÖÄ, Ø¼Ü l ÖÖÄE « ÆÖ¼iÄ ÷. Ä½SÖ
 «¼iÄ l Õ ±YÄ¼iØ ØÐ ÆØ - ØÇ ¼iÆÜ°iÄ Æ
 ÅÇi, Ø¼Ø Å°iÄ ½ ¼Ø¼ SÄNË, ËÖ
 «ÜÖÖÖ ±¼iÅÜ¼iÄ ÷ ¼iÄ, Ö Å¼ SÄ
 pØ Æ. SÄÖ, Å°iÄ ½ Æ S¼iYÉi, Ø¼iÄ, ÷
 ¼Ø¼iÅÜ¼iÄ ÷. Ü l 5-3-2012 ÖØ ±¼iÅÜ¼iÄ ÷
 ¼iÄ, Ö Å½Ç, Ö l ØÐÄÖ¼iÄ, ÜE-7-2012
 S¼iÅÖ¼, ËÖ¼YÄÖ ¼iÄ, ÖÄ, ØÄ¼Ø.
 ÅÜ¼iÄ ÷. Ü l ¼Ü, Å½Ç, Å½Ç, ÅÖ¼Ø
 ÄÆ, ÖÄÖ ÅiÜÄ¼iÄ, ÖÄE Ö ÅiÖ ÄÐÖ
 ÄÆ, ÄÐÖ « l Ö¼ ÅiÖ Ö¼Ø ÄÆ, ÅØ Æ.

8. p¼Ü, ¼iÆÜ°iÄ, ÖYÉ ½Ç
 - ÜÖÄE ÷. Ü « ËÄ ÆÖ 12-3-2012 ÄÜÖ
 14-3-2012 «Y Ë S¼iÇ, ÇØ Å½Ç¼iÄ ÅiÜEÖ
 iÖÄ ±¼iÅÜ¼iÄ ÷ ¼iÄ, Ö - Ø¼iÅx ÄEÖÄ¼Ø.
 p¼E, « ËEÖ ¼iÆÇiÇ ÷. ÜÖ ±ÜÄ¼
 ÄÇ i ËÄYÉÇ ÅiÜEÖÄ¼ p¼ØÜ l iYÜ
 Å½Ç, iÖ¼iÄ ÷. Ü. SÄÖ, ±¼iÅÜ¼iÄ ÷ « ËEÖ
 ÖYÉ ½Ç ¼iÆÇiÇ ÷. Ü l 19-4-2012 «YÜ
 ÖÄÇÖÄEÖ¼iÄ ¼iÄ, Ö - ÜÇSÄiØ - Ö
 ËÖ¼ ¼ 14 ¼iÆÇiÇ ÷. ÇY ÄÐEÜS
 «ÜÖÖÄ¼Ø « l ËÖ¼Ü l Å¼Ø «ÇÖÐ
 « ËEÖ ¼iÆÇiÇ ÷. ÜÖ ¼iÇ, ÇÐ Å½Ç, ÇÏ
 ÖEÖÄi, iÖ¼E ÷. « l Ö¼iÄ, Ð¼iÄ, ±¼iÅÜ¼iÄ ÷,
 ÄiÏ 2012 ÄiÏ iÖÄÇÖ¼, SÄ Æ iÖÄi,
 iÖÄÄØ Æ ±E l ÜEÇ ÖÄE (pro rata basis)
 «EÖÄ ÆÄ Åi¼ l SÄØ ÄEÖÐ l iNÏ Ä¼Ö
 l iÏ ËE ÷. « ¼ÖÖ, ÕÖÖ 2012 - Ö ÅiÖ
 l iÏ l SÄ pØ Æ. p¼E, « ËEÖ
 ¼iÆÇiÇ ÷. ÜÖ YÜ §ÖÖÐ 13-5-2012 «YÜ
 ±¼iÅÜ¼iÄ ÷ ¼iÄ, Ö¼Ø Ö ËÄÖ¼iØ,
 «Ä ÷. Ü ÇiÇ 14-5-2012 «YÜ - Ü¼iÄ,
 ÖÄÇÖ «ÇÖSÄiØ ±YÜ ÜEÇiÇ ÷. Ü. ÆiØ,
 14-5-2012 «YÜ « ËEÖ SÄSÉf ÷. ÜÖ iÄÇÖ
 iYÜÄÖ¼E ÷, ÖÄÇÖÖ l iÏ l, ÖÄÄØ Æ.
 pÐ ÖÄÖ¼iÄ ÅÜ Æ ¼iÆÜ°iÄ Æ - ÖÄÇiÇ¼iÄ
 l iÏ ØÐ Å°iÄ¼iÄ SÄiØ ÖÄÇÖ l iÏ l iÄÖ
 SÄiÉ Æ - Ü¼iÇ, ÖÖ, « ¼ - iÄ «¼iÄ Ö
 ÄÆ l iÏ ØÐ iÜÜ l iÜÜÄiÜÄÇÖ¼iÄ ÷.
 « l Ö¼iÄ, 15-5-2012 «YÜ iÄ ¼iÆÜ°iÄ Æ
 ÄiÄÄØ Äi « xÐ (lock-out) ËÖÖÖ Ä l Ö¼Ø
 ±¼iÅÜ¼iÄ ÷ ¼iÄ, Ö¼Y H.R. SÄiÇ ÷. Ö¼ SÄØ
 «Ä ÷. Ü iÄÖÄÖ¼ offer ËÖÖ
 Ð¼ÖÄEÖÖ¼Ø. «¼Ø iÐEÖ iNÏ SÄNÏ SÄi ÷,
 ±ØÐÖÄ ÆÄi, ±Ø¼ l iÏ l, ÄÖÖÖSÄi ÷,
 Ü, N¼ ¼iÄ ÆSÄÖ¼ ¼iÄ ÷. ÜÜÇx Õ ±E

Å½Ö¼iÄ ÷. iÐÖÄÖ¼Ø. 2 iÉEÖ, ¼iÆÜ°iÄ
 - ÜÖÄE ÷. Ü l Å½Ö¼iÄ l iÏ ØÐ iÐEÖ iNÏ
 iÖÖÄÖ iÖ¼iÄ ¼iÆÇiÇ ÷. Ö l iNÏ SÄ Æ
 ÄiÏ, ±¼iÅÜ¼iÄ ÷ ¼iÄ, Ö¼Ø ÆÖÄÖ¼Ø. ÆiØ,
 Ö ¼iÆÇiÇ ÷. iÐEÖ iNÏ S, ÐÏ
 ±¼iÅÜ¼iÄ ÷. ËÖ l iÏ l, ÅØ Æ.

9. p¼E, SÄÖÖ - Ö¼iÄ « ¼Ö¼
 ±¼iÅÜ¼iÄ ÷ ¼iÄ, Ö, ÅÜ¼iÄ ÷. ÇiÉ pÄ l iÄ,
 ÅÜÇ, ¼iÄ, ÄÇÄY, ÄÉf, - SÄi ÷. Ç
 ±Ö¼iÄ ÖYÉEÖÄYÉÇ, Å°iÄ ½ ÄYÉÇ
 ¼YÉÇ Æi, - N Æ l iÖ ÖEÖÄiÉ ÖÜEÖÖ
 iÄiÖÄiÉ l ÜE l iÐÏ ÇÏ iÄÖ 2-5-2012
 «YÜ Ö¼Ø SÄ Æ ÆÖ l iÄ, Ö¼iÄ, iÖÖÄÇ
 ±¼iÅÜ¼iÄ ÷ ¼iÄ, SÄ - Ü l iÄ, Ö¼iÄ, Ç ÷. Ü l iÖ
 iÐEÖ iNÏ iÖÖ Å½Ö¼iÄ ËÄiNÏ ËÄiØ
 - ± l ØÐ «ÜÖÖÜÇ. pÖ ¼iÆÜ¼iÄ
 SÄN ÆÄ pÖ ¼iÆÇiÇ ÷. ÆÄYÉÖ¼Y
 ÖYÄi, ÄÆ l ¼iÄ, ±N 29, 30, 31, 32, 33/2012
 - ÅÖÖÄÖ iÜÖÄÖ Å°iÄ ½ ÅØ - ÜÇ.

10. S¼iÄ ÆÖ¼ ±¼iÅÜ¼iÄ ÷ ¼iÄ, Ö
 l iÄiÖE SÄSÉf ÷. ÖÖ¼iÄ - N¼iÜ «Ä ÷. Ç
 ÄNÏ Ö ÆÖÖÄ ÆÄ iÄiÖÄiÉ - ¼iÄiÜE
 l ÜE l iÐÏ ÇÏ iÄÖ 30- l iÖ SÄÜÄ¼
 ¼iÆÇiÇ ÷. ÇÖ ¼iÆÜ°iÄ l iÖ «ÜÄ
 Ü¼iØ ±YÜÖ ¼iÆÜ°iÄ Æ ÆSÉ ¼E l
 SÄNÏ Ö ±E l ÜEÇ, iYÉ - Ä ÆÄYÉÖ¼Ø
 W.P. No. 14223/2012-3 ¼iÄ, Ö iÖÖ pYÜÖ
 ÖÖ ÆÄØ - ÜÇ. ¼iÆÇiÇ ÷. ÖÖÄE
 ¼iÆÜ¼iÄ, Ç ¼iÆÇiÇ ÷. ÆÄYÉÖ¼Ø¼iY
 Å°iÄ, ÖÄ SÄNÏ Ö. ÆiØ, « ¼ ¼iÇÖÐ
 SÄEÄi, - Ä ÆÄYÉÖ¼Ø ¼iÄ, Ö iÖ¼ ÄÄ
 ÄÆ l iÇ «alternative remedy» - ÜÇ¼i, ÜEÇ
 ¼ÜÄE l ÖÖÖÄÖÜÇ. ¼iÄ ½Äi,
 ±¼iÅÜ¼iÄ ÷ ¼iÄ, SÄ 2011-Ø ¼iÄ, Ö iÖ¼
 W.P. No. 23622/2011 ÅÜ pÖ¼ 2012 - Ö - NÏ
 - SÐ ÄiÖ ¼ÜÄE l ÖÖÖÄÖ¼Ø. iYÉ
 - Ä ÆÄYÉÖ¼Ø ±¼iÅÜ¼iÄ ÷. ÄiÇiØ
 ¼iÆÜ°iÄ Æ ÄÖ ¼E l S¼iÇi l iÖ ÖÖÖÄÖ¼
 pÖ writ petition, ÜÖ ÖÖ ÆÖ pÖ l iÖ SÄiS¼
 Äi « xÐ (lock-out) iÖ¼ ¼iÆÜ°iÄ Æ Æ
 ¼iÄ, SÄ ¼iÉ, ÖY ÄÖ, Ö¼26-6-2012
 «YÜ ¼iÆÜ°iÄ Æ ÄÖ ÆÖ¼Ø. ÆiØ,
 ¼iÆÜ°iÄ - ÜÖÄE ÷. ÜÖ l iÖ SÄÜÄS¼i Æ
 SÄ Æ l iÖ «ÜÄ, ÅØ Æ.

11. «YÜ ¼iÆÜ°iÄ Æ iÄYÉ, ÐEÖ ÄÖ¼
 SÄiÄS ÄiØ, iÖ SÄiÐ µ ÆEÖÖ, ËÖÖ
 Ð¼ÖÄEÖÖ¼Ø. « l ËÖ¼Ø, ÄÖÖ 5-6-2012
 S¼iÇ Ö¼Ø ÄÐ ¼iÆÜ°iÄ Æ ÄÆ ÖSÄiØ
 pÄ l iÖ ±YÄ Æ ¼iÆÇiÇ ÷. Ü l iÖ iÄÖÐ
 l iÖ, SÉiØ ±YÜÖ, SÄÖÖ, - Ä ÆÄYÉ ¼iÄ
 - Ö¼iÅx (M. P. No. 1 of 2012 in WP.1376/2012)
 ÖÖ ÆÄØ - ÜÇ¼iØ ÖÖÄSÄi¼ iÖÇÖÖ
 iÄ SÄ Æ, ÜÜÖ¼ÖÖÖ iÄÄ¼ ¼iÆÇiÇ ÷. Ü
 « ËÄÖÖ SÄ Æ l iÖ - ÜÇÄÄ «ÜÄ, ÄiØ ÷. Ü
 ±YÄ Æ ¼iÄÖÐ l iÖ, SÉiØ ±E l iÖÖÖ
 ÅÜ¼iÄ ÷. ÇY iÄ ÷. Ü «¼Ø NËÖÖ¼Ø.

17. $\Lambda^2 \zeta \zeta \Lambda \phi^3 \dots \bar{E} \cup \pm \phi \bar{S} \Lambda \bar{I} \bar{D} \bar{O} \bar{A} \bar{I} \bar{U} \bar{E} \bar{O} \bar{A} \bar{A} \bar{O} \dots \bar{A}.$
 $\phi \bar{E} \bar{A} \quad | \quad \frac{1}{4} \Lambda \bar{E} \bar{U} \dots | \quad \bar{A} \bar{A} \bar{I} \bar{E} \quad \pm \frac{1}{4} \zeta \bar{A} \bar{U} \frac{1}{4} \bar{A} \div \quad \zeta \bar{U} \bar{A} \bar{E} \bar{O}$
1997 $\bar{O} \frac{1}{4} \bar{O} \bar{A} \bar{O} \bar{D} \bar{A} \quad - \bar{A} \bar{A} \frac{1}{2} \bar{I} \bar{U} \quad | \quad \frac{1}{4} \bar{I} \frac{1}{4} \div \bar{A} \bar{I} \bar{E} \quad - \frac{1}{4} \zeta \zeta$
 $\circ \frac{1}{4} \bar{E} \bar{O} \dots \frac{1}{4} \quad \frac{1}{4} \bar{A} \bar{I} \bar{I} \bar{I} \quad \bar{E} \bar{D}. \quad \frac{1}{4} \bar{O} \frac{1}{4} 16 \quad \bar{A} \bar{O} \frac{1}{4} \bar{I} \quad \bar{C} \bar{I}.$
 $\pm \bar{U} \bar{A} \bar{O} \quad \bar{A} \bar{A} \bar{I} \dots \bar{E} \bar{O} \bar{O} \quad \bar{p} \bar{O} \bar{A} \bar{I} \bar{A} \bar{O} \quad \bar{p} \bar{A} \bar{I} \quad \zeta \quad \bar{A} \bar{O} \frac{1}{4} \bar{D}.$
 $| \quad \frac{1}{4} \Lambda \bar{E} \bar{U} \dots | \quad \bar{O} \quad - \bar{A} \bar{O} \bar{A} \bar{O} \frac{1}{4} \quad \bar{A} \bar{E} \bar{I} \quad \frac{1}{4} \bar{Y} \quad \bar{A} \bar{A} \bar{I} \dots \bar{E}$

¾Å ¼ØØ (lock-out) | °ÖÅ S¿iØ¼Ð. - SÅ, pØ¼l SÅi°ÅiÉ 'Øl, ÉØ¼iÖÖ °Ð¼Ø¼Ül Ö ØÉÖÅiÉ | °ÅØ ÇØ pØ¼ SÅÖÖ Øl ÅÐ¼¼iØ 22-5-2012 « YÜ Å½t ¿l, Ö | °ÖÅÖÅÐ¼É÷.

21. Å½ÅiÇ÷ Ü | ÅÐ SÅ ÅÅØ Øl ÅÐ¼¼iØ ÅÇ, Åi: | Å «ÉÖÅ ¼ÅØ (pro rata basis) °ÖÅÇÖ ÅÅl, ÖÅl Ö ±YÜÖ ÅÅl | Åi: | Å «Çl, ÖÅl | Å 2-3-2012 « YÜ Ö¼Ø | ÅÐ SÅ Å | °ÖÅ | ¼i: | Å, É÷. pÐ ÅÇ, ÅÖ | ¼i: ÅÇ÷ ¿ÅÖÐ Èl | ÉÅÖ ÅÅÖ | ¼i: Ål, ÖÅÐ¼Ð. Å½ÅiÇ÷ Ü | ÅÐ SÅ ÅÅØ Øl ÅÐ¼¼iØ °ÖÅÇÖ pÉÇ ÅÇ, Åi: | Å «ÉÖÅ ¼ÅØ (pro rata basis) «Çl, ÖÅl Ö ±YÜ ¿Åi: Ö ÜÈÇ «l'ÉÖ «Çl, ÖYÅÖ¼SÅiÐ, | ¼i: ÅÇ÷ Ü °ÖÅÇÖ | ÅÉ ÅÜÖ¼iØ Å¼Ç×Ö ¼Åi: ÅÇ ÅÅÖ | S°i: Å «ÜÖÅÖÅÐ¼Ð. °ÖÅÇÖ - Å× ÅÜÜÖ °ÖÅÇÖ Åi: Ö× ÅÜÈÇ-2012 « YÜ ¿¼Ö¼ SÅl Åi: Ö ¼ÅØ ¿Åi: Ö | °i: YÉ °Å ÖÖÐ Ç ÅÅ | ¼i: ÅÇ÷ Ü ±ÜÜl | iN¼É÷. ¾Å ¼ØØ l Ü Å, ÅÖ¼Ül Ål SÅ pÖÖ¼iÖÖ | °ÐÈØ | ÅNÐ | °Ö¼i: ÖÖ | ¼i: ÅÇ÷ Ü ÅÅÇÇ, Åi: | Å½Ö | i: l ÖÐ | °ÐÈØ | ÅNÐ | °ÖÅÖSÅi: Å¼i: ¿Åi: Ö ÅÐÈÅ¼i: SÅi: ÅÜÜÖ Ö¼Å | ¼i: ÅÇ÷ Ç S°: ÖÐl | i: ÜÇÖ SÅi: Å¼i: SÅi: °l ¼Ç Ü pØ Å. | °ÐÈØ | ÅNÐ | ¼i: | ÅÖÖÅÖ - ÜÇÅ÷ Ü ÅÅi: Ö ±É «ÉÅÖÖ ÅÅ ÅØ Nl ÜÇÐ. °Å÷ ±ÜÜl | i: ÜÇi: ÅÖ °Ð¼Ø¼Ül Ö ØÉÖÅiÉ | °ÅØ ÇØ Øl Ål - ÜÅÖ¼l Ål Ö ±ÜÅl Ö¼ÅÐ¼Y ¾l Ü S. i: | Å | Åi: Ö Å½Å SÅNl Ö ±YÜÖ «ØÖ¼Ö | i: Ö¼É÷. 9-5-2012 « YÜ ¿¼Ö¼ 'Ö ÜÐ¼Ø¼Ø ¿Åi: pÅl l ¿' ÅfÅY ±YÉ | ¼i: ÅÇ÷ Ü ÜÇ ÖÅÜ°ÖÐ ¾l l ¾Ø ¿¼Ö¼Éi÷. 12-5-2012 « YÜ | Å 9.30 Å½t Ö¼Ø Åi: Å 6 Å½t Å Å SÅÅi: N Å SÅÅi: Ç÷ ÅÜÜÖ - ÜÅÖ¼ SÅÅi: Ç÷ ÅÖÖ, SÅÅi: Çi: Y « ÅÅØ °Ð¼Ø¼Ül Ö ØÉÖÅi: « ¼ØÐ ÅÖ¼É÷.

22. « ¼YÅl, ÅÖÖ È SÅl Åi: Ö ¼ ÅÖ¼Ö¼Ø « Å÷ Ç Ål l l l | °ÖÅ « ÜÅÖ¼Ö¼É÷. ÅÖ Ð Èl l Öi: ¼Ö¼iØ l Ö ÅÇÇ× Çl °Ö¼l S¿iØ Ö ±YÜ SÅÅi: Ç÷ Ç ÅÐÈÉ÷. «l Ö¼i: Ö, «Ö¼ SÅÅi: Ç÷ Ü Å½l Å ÅÅ ÅÜÖ¼É÷. 12-5-2012 « YÜ ¾Ål, Ðl ÖÅiÐl SÅÅi: Ç÷ Å ÅÅ « ÅÅØ ÅÖÐ ÅÐÈÅ¼i: ÅÜÜÖ « ÅÖÖ Å½l Å ÅÅÅÖ ÅS. ¿Åi: ÅÜÇÇ ÅÉfi, pÅl Åi - SÅi: ÅÜÈ SÅ Å ¿ÜÖ¼Ö¼Ø Øl Å¼i: | ¼i: ÅÇ÷ Ç ÅNÈÅ¼i: Å½t | °Ö¼ p¼Ö¼Ø « ÅÅÖÅi: YÜÇ Å - ÖÅi: ÅÐ. pÖ¼Ö ÅN | ¼i: ÅÇ÷ Ü - ÜÅÖ¼ SÅÅi: Ç÷ Ål ÅN¼Ø | °ÖÐ ¾ ÅÅØ - Ði: Å | °i: YÉi: Ö. SÅÖÖ, ±S. ÅÉfi ±YÉ ÅN | ¼i: ÅÇ÷ Ü ¼i: SÉ ¾l l ÇØÐl | i: ÜSÅY ±YÜÖ «ÖÅÉ | °ÖÐ | i: N¼i: Ö, ¿Åi: pÅl l ¿ ÅÜÜÖ SÅÅi: Ç÷ °Ç ÅÅØ ¼ÜÇÖÅl Å÷ ±YÜÖ ÜÈÉi: . 14-5-2012-Ø ÅÇ ÅÜÇÇ ÅÜÜÖ ¾. pÅl Åi - SÅi: Å½t | °ÖÖÖ Å½Åi: Ç÷ Ç, « ÅÅÉi: SÅÖÖÖ

« Å÷ ÇÇY ÅÇ pÖÖÐ Å½ÅÇ ÅYÅl Ö¼ÖÅl Ö - Ö¼l ÇÖ Åf ÅÖ ÅÜÜÖ ÅÇY ÅÖ ¼Ö ÐNÈÖÐÖ Å½t | °ÖÅ ÅÇi: ÅÖ ¾l Ö¼É÷. l ÈÖ¼ ÅÖ¼ÜS. ¾Å ¼ØØ pÖÖ¼iØ, Å½Åi: Ç÷ Ç ÅÐÈÅ¼i: Å. Ö¼Å | ¼i: ÅÇ÷ Ç ÅÅl l Ö S¿i: ÖÐ¼Y | °ÐÈØ | ÅNÐ ±YÉ «ÉÖÅ ¼ÅØ | ¼i: ÅÇ÷ Ü Ö¼ÉÖl l Å½Ö | i: l ÅÖ Å. « ÅÅÖÅi: YÜÇ ÅÖÖ¼i: Ö - ÜÐÈ ÅÇi: Å½t | ÅÅÖ Å. - Éi: Ö, «ÉÖÅ ¼ØÖ - ¼i: ÅÖÅÖÅi: l ÜÈl | Ål ÇÇY SÅi: Ål, Ðl ÖÅiÐl «ÖÅ ÅÅNÈ ¿Åi: Ö i: ÅÜ ±N 14223/12-3 ¾l Ö | °Ö¼Ð ±YÉ ÜÜÜ ÅÜl ÖÅl ÇÐ. ¼Åi: | °ÐÈØ | ÅNÐ | ¼i: Å ÅSÅi: Å ÅÅÖ «ÜÖÅÖÅÐ¼Ð. ¾Å ¼ØØ l Ö ÅÉl 25-6-2012-Ø ÅNl Ö | ¼i: ÅÇ÷ Å ¾Él ÖÅÐ¼Ð. - Éi: Ö, ÅÐ SÅ Å ±YÉ SÅ Å ¿ÜÖ¼Ö | ¼i: Å÷ Ö¼Ð. ÅÇ, Åi: | Å °ÖÅÇÖ Ål Ö ¾Ål Ül Ö ±YÜ ¿Åi: Ö ÜÈÅ¼i: Ö, °Å | ¼i: ÅÇ÷ Ü °ÖÅÇÖ Ål ÅÜÖ¼iØ, | S°i: Å Å¼Ç×Ö ¼Åi: ÅÖ °ÖÅÇÖ « ÜÖÅÖÅÐ¼Ð. ÅÜÅi: Ü °Ð¼Ø¼Ül Ö ØÉÖÅiÉ ¿ÅÉl ÇØ Øl ÅÐ¼¼iØ, « ÅÅi: É YÜÇ Å ±ÜÅl Ö¼ SÅNÈÖÜÇÐ. « ¾Éi: Ål SÅ - Ö¼Åi: Ö S. ÅÖÅÖ¼S ¾Å ÅÅ Å½t ÅÜl ÖÅÅÅÖ Å. ¿Åi: Ö ±Ö¼ÅÅi: É °Ð¼Ø¼Ül Ö ØÉÖÅiÉ ¿ÅÉl ÇÖÖ Øl ÅÅÖ Å. ÅÇÇ 33(2)(b) ÅÖÖÅl, Å½Åi: Ç÷ Ü Å½t ¿l, Ö | °ÖÅÖÅÐ¼i: Ü ±YÉ ÜÜÜÖ ÅÜl ÖÅl ÇÐ. ÅÅÖ « ÖÅi: ÖY ¿¼Ö¼ SÅl Åi: Ö ¼ÅÇY SÅi: Å, ÅÜÅi: Ü SÅ Å ¿ÜÖ¼Ö¼Ø Øl ÅÅi: ÐS¼i: Ö ±YÜ - Ö¼Åi: Ö ¼ «ÇÖ¼É÷, - Éi: Ö ¼ÜSÅi: Å ÅÜ ÇYÉÉ÷. pÖÅÜÅÜl, ÅÅl Å½Ö ±Ð×Ö pØ Å, pÖÅÜ ¼ÜÅÉ | °ÖÅÖÅ SÅNl Ö.

23. pÖÅÜÅÖ ¾Ç× l l ±ÖÖ ±ÖÅÉl, Ü : ÅÜÅi: Å÷ ¾ÅÖÅÖ, ÅÜÅi: Å÷ ¾ÅÖÖ. l Ö¼Åi: Ö¼Ç ±YÅi: Å. °i: 1 - ÅÇi: Ål, ÖÅl Å. °i: -1 Ö¼Ø 75 - Å½l Çi: l ÈÅf | °ÖÅÖÅÐ¼Ð. ±¾ÅÜÅi: Å÷ ¾ÅÖÅÖ, ±¾ÅÜÅi: Å÷ ¿Åi: Ö¼ÇY °i: ÅÖ, p. °l ¾ÇSÅÖ ±YÅi: ±Å. °i: 1 - ÅÇi: Ål, ÖÅl ±. °i: -1 Ö¼Ø 33 - Å½l Çi: l ÈÅf | °ÖÅÖÅÐ¼Ð. Åi: Åi: fÇ ±YÅi: ±Å. °i: 2 - xÖ, S. ÖÖ¼Y ±YÅi: ±Å. °i: 3 - xÖ, L. l YÅi: ±YÅi: ±Å. °i: 4 - xÖ ÅÜÜÖ. - N¼i: Ü ±YÅi: ±Å. °i: 5 - xÖ ÅÇi: Ål, ÖÅÐ¼i: Ü. ±ÖÅÉl, Ü:

- (1) pÖÅÜ ±Ü, Ö¼l, Ð ¾i: Éi
- (2) ±ÖÅi: ÅÖ ÅÜÅi: Å÷ Ü l l l Ç ¼l l Ö

24. ±ÖÅÉl, Ü ÅÜÜÖ: ±¾ÅÜÅi: Å÷ | ¼i: ÅÇ÷ ÅÅÖ Å½Ö i: ÖÖ ÅÖÖ | ¼i: ÅÇ÷ Ü, ¾l Ü l Å½Ö | ¼i: Å÷ ÅÜÜÖ ÖÖ ÅÇY °ÖÅÇÖ¼Y pÅÖÖ, Ü ¼Y

A 1/2 AÇD, SÂNTI AYUO AUUO p 3/4 A i, A I U
S, i i, O O p O A U A 3/4 I Ø I O Ø U Ç E ÷
15 A O 1/4 C i, A 1/2 Ø I O Ø A O O A U 3/4 A ÷ U I I
O i A i E O O A Ç O A E I, A Ø 10 A 1/2 C S, A O 3/4 U I
A E I O 3/4 E O A 1/2 Ø I O 3/4 A i O O I 3/4 A E A i C ÷ U I I,
I 3/4 A E A i C ÷ A I O Ø 1/4 C Ç Y A E « Ç D O A 1/4
SÂ N E A A i Ø, I Ø, I 3/4 A O, A Ø O E U S A i Y E
± O 3/4 I O O « Ç D O A 1/4 A O A ± Y U O O O A Ç
- A ÷ x S, i i C S, i i D A O Ø O, S, i i D
2 U O A 1/4 A O A ± Y U O « D A U E C I 3/4 A E A i C ÷
D E I I O A U I I Ø D I O A A Ø p O O 3/4 A i x O
A U 3/4 A ÷ C Ç Y 3/4 A O A Ø I 3/4 A D O A D 1/4 D. S A O O,
I 3/4 A E A i C ÷ A « O A ÷ C O A O S, i i D A U I U
I O A A Ø p O O 3/4 S A i S 3/4 O A I 3/4 A E A i C ÷ U A D
I 3/4 A E I ± I I O A D 1/4 A i x O S A O O A 1/2 C
A U I O A D 1/4 A i x O I 3/4 A i. O D 1/4 O A Ç Ø 3 - Y U
I 3/4 A i O 3/4 C Y I 3/4 A E I 2 U O 3/4 I 3/4 A p Ø A
± Y A 3/4 U I - 3/4 A O - U Ç 3/4 A i x O A U 3/4 A ÷ 3/4 A O A Ø
± I Ø D A I O A D 1/4 D.

25. ± 3/4 A U 3/4 A ÷ 3/4 A O A Ø, ± I Ø D A I O A I A Ø
A Ç x 33 (2)(b) A U U O 33 (3)(b) - A A C Ç Y
U I 3/4 A i O 3/4 C Y I O A Ø A I U 2 Ø O A i 3/4 A O A 1/4 A Ø A
± Y U O A 1/2 C I O O O I 3/4 A E A i C ÷ C I O A
I 3/4 A E A i C ÷ U A 1/2 C I O A A O A i Ø 3/4 I O A Ø O, I A D
S A A A Ø O A ÷ O I A D I O D 1/4 O 3/4 U I O Ø E O A i
I 3/4 A U O i A I I U S Ç S A « A 3/4 A C Y A A 2 U A I O 3/4
A O 3/4 A i x O, A U 3/4 A ÷ U I I A 1/2 C A U I O A 1/4 A Ø A
± Y U O « A 3/4 A i E Y U C A A 2 U A 1/4 O D 1/4 O 3/4 U I
O Ø E O A i I O A Ø A A i D S 3/4 A i O ± E - O 3/4 A A i 3/4 O 3/4 A
S A N I O ± E A D I S A I 3/4 A i O U E A 3/4 A i x O,
- 3/4 A i Ø p O A U 2 U O 3/4 I 3/4 A Ø A ± E I E O A Ø I U Ç i ÷.

26. A U 3/4 A ÷, I 3/4 A U O I, I A i D I O A A i C ÷
A. O. I. 1 - A C i i D O A D 1/4 A i. « A ÷ 3/4 Y O i D O A O 3/4 C Y
S A i D 3/4 I Ø I O A O A D 1/4 A A A i 1/2 A O 3/4 A Ø O,
± 3/4 A U 3/4 A ÷ I 3/4 A U O i A A Ø I A i 15 A O 1/4 U I I
S A A i, A 1/2 Ø I O Ø A O A 3/4 A i x O, I 3/4 A U O i A
O D 1/4 I C Ø O I O A O A D 1/4 D S A i A, A i D, I Ø,
I 3/4 A O, I 3/4 A E A i C ÷ A Y, S A A S A O A U U O
O O A Ç O D 1/4 Y U E A A Ø O E U S A i Y E
± A U E O S A I 3/4 O E O A I O 3/4 A Ø I 3/4 A i O
I 3/4 A E A i C ÷ C I I O 3/4 E A U S A i A O
I I C I I 10 A 1/2 C S, A O 3/4 U I S A A i, S A A A I C
A O 3/4 A i x O « 3/4 E i Ø 3/4 I U O A U E I 3/4 A E A i C ÷ U O
O O A Ç - A ÷ x A U U O A A A 1/2 C I O A O 3/4 E U
I 3/4 A 1/4 A i E S, i i D C 18-8-2011 « Y U
± 3/4 A U 3/4 A i O A E I A 3/4 A i x O - E i Ø I 3/4 A i O
3/4 I U S, i i D C A E D I 3/4 A i Ø Ø D I S O i C
O A A O « 3/4 C i i A O A O A U 3/4 A ÷ U O A O A O 3/4 A i x O,
« O 3/4 A U I. D. No. 2766/2011 ± E A 3/4 A i C
S A I I A i ÷ O 3/4 C I 3/4 A U E A i I E O A Ø I U Ç i ÷.
S A O O, « A ÷ 3/4 E D A A A i 1/2 A O 3/4 A Ø O
I E O A Ø A A Ø 3/4 I U S, i i D C I C E S A U E
I 3/4 A U O I O Y E « A O D A 3/4 C I O 3/4 A i x O,
p 3/4 O Ø D I I U Ç i 3/4 ± 3/4 A U 3/4 A ÷ I 3/4 A i O
O I O 3/4 I A I S A N I O ± E A U O U O 3/4 A D

± Y U O, - E i Ø, I 3/4 A i O 3/4 C Y O D 1/4 O 3/4 U I O Ø E O A i E
I 3/4 A E I C I N E O D O A O 3/4 O A D 1/4 D E U I I
« E O A 1/4 A O 3/4 C I S, i i C I 3/4 A U O I O A U
« U O A A 3/4 A i x O I E O A Ø I U Ç i ÷. S A O O, 3/4 I U
A U « U O A A A C Y, O O A Ç O A D I A i 3/4 A U E A
A E I Ø O O A Ç O 3/4 O A i U 11-11-2011-Ø
- O 3/4 A A O A D 1/4 A i x O, S A O O, I 3/4 A U O i A
- O A i C O I I A U « C O 3/4 A C Y A A C A E Ø U
N I A E I O A D 1/4 A i x O I E O A Ø I U Ç i ÷.

27. I 3/4 A i O I 3/4 A U O I O 3/4 C Y A D S, i A O
I I N I I 3/4 A E A i C ÷ U I I ± 3/4 A i I 3/4 A E A i C ÷
A S A i 3/4 O S A i I A A E O 3/4 A i x O, I 3/4 A U O I
I A i O C i C ÷ A I O 3/4 A i S 3/4 A C I O Y E I I A i U E O
I O Ø O, S A O O, 3 I 3/4 A E A i C ÷ C, ± O 3/4 A Ø
A C i A 1/2 O A C Y E C A 1/2 C Ø O I O 3/4 A i x O
I E O A Ø O A D I U Ç D. S A O O, 3/4 A I D I O A i D I
S A A i C ÷ - N i 3/4 I U ± Y A A A O O I A i O A i E
O i ÷ I I Ø D I A Ø D E I I « U O A C I A N
I 3/4 A E A i C ÷ C O O A A 3/4 A O D I I O A C i A 1/2
I 3/4 O 3/4 C « O 3/4 7 I 3/4 A E A i C ÷ C O O A 1/2 C Ø O
I O 3/4 A i x O, O Y E 2 C I 3/4 A U O I - U O A E ÷ C
A i U 3/4 Ø I O Ø O, S A O O A C i A 1/2 A C Y E C A N
I 3/4 A E A i C ÷ C A 1/2 C Ø O I O 3/4 A i I O ± Y U O,
S A N I I A Y S E 15-5-2012 « Y U 3/4 A 1/4 O O
I O Ø A 1/2 O 3/4 A i O I D E O A A I O D E Ø A N D
I 3/4 A A A E A O O O S A i ÷ I A U U I I U Ç A i O
± E « E A O O E 3/4 O D 1/4 O A D 1/4 A i x O - E i Ø
I 3/4 A E A i C ÷ U A i O O « 3/4 U I O Y A A A Ø A
± Y U O I E O A Ø I U Ç D.

28. S A O O, I Ø A U I O A A Ø p O O 3/4 S A i S 3/4
3/4 A 1/4 O O I O 3/4 I 3/4 A i O, A C Y E ÷ 25-6-2012 Ø
I 3/4 A U O i A 3/4 C E O 3/4 A C Y, - A ÷ E A C A Y E
3/4 1/4 O O 3/4 A x I O A A Ø - U Ç 3/4 A i Ø p O A U A Ø
N i 3/4 30 I 3/4 A E A i C ÷ U S A A I I A A A i D 1/4 A i U
± Y U O p E C O D 1/4 A S A i 3/4 I O A Ø C I I O A x O,
I A D S A A A O O O I A 1/4 A i D S 3/4 A i O ± Y U
- O 3/4 A A i 3/4 O « C O 3/4 A i Ø A D I S A, I 3/4 A i O « 3/4
A i C Ø I I O ± Y U O I 3/4 A i O, I A A C Y S D E Ø
« E A O O D 1/4 O A D 1/4 D ± Y U O, p O A U A Ø N i 3/4
I 3/4 A E A i C ÷ U A i O O I 3/4 A U O I I 3/4 A E I C Ø
O I A D 1/4 I 3/4 A E A i C ÷ C O A 1/2 C A A Ø I I Ø
S A N I O ± Y E S A S i I Ø I 3/4 A i O I O A Ø A D 1/4 D
I E O A Ø I O A A O « O A A i O A U « C D O A D 1/4 A i x O,
p I Y U C A A Ø A U 3/4 A ÷ C A N I O A 1/2 C
« A ÷ O 3/4 x O S A O O p E O A Ø I 3/4 A C D S A N E
A U 3/4 I Ø I O A O A D 1/4 A i x O I E O A Ø I U Ç i ÷.

29. A U 3/4 A ÷ U I I « C D O A D 1/4 23-6-2012
S 3/4 A A Ø 1/4, A 1/2 A U O O E 3/4 O O 3/4 Ø A Ø S A U
I 3/4 A E A i C ÷ U I I « C D O A D 1/4 A 1/2 C A i U 3/4 Ø
- O 3/4 A x U, A 1/2 C I Ø - O 3/4 A x U, A U 3/4 A ÷ U
I 3/4 A i O 3/4 C Y A D « C O 3/4 O i ÷ E 3/4 I U - A E
A. O. I. 1 O 3/4 Ø 75 A A A i E I E O A Ø O A D I U Ç E.
± A i O. I 3/4 E D A A A i 1/2 A O 3/4 A Ø O I E O A Ø A A Ø,
3/4 I U I 3/4 A U O i A A O Ø D A - A A 1/2 I U

| ¼i¼÷ÀiÉ ÁÀ¾iÉ ¿À÷ Û ÁÀÝÀÏ ÒÐÖ
 | ¼iÉÍ ·· Ç 1997 Ó¾Ø ¾Ài¼ÐÐ ÁÒÁ¾i, ×Õ,
 'Õ ¿i ·· ÇÍÍ | ¼i¼÷÷ÐÐ6 shift, ÇØ ¾Ài 8 Á½t
 \$¿ÁÖ \$Á··ÁÀØ | ¼iÉÀiÇ÷ Û Á½t; ··ÖÐ
 ÁÒÁ¾i, ×Õ, 8-8-2011 «ÝÚ | ¼iÉÀiÇ÷ Û °Ð¾
 Á\$Á¾i \$Á··Á¿ÙÖ¾Ø ··¾ Þ··¾ÀÇ ·¾\$Á
 | ··Ö¾i÷ Û ±ÝÚÖ, 17-8-2011 «ÝÚ
 | ¼iÉÀiÇ÷, ÇØ 'Õ À¿ÀÉ÷ Æ½d Í ÁÀÁØ··Á
 ±ÝÚÖ 18-8-2011 «ÝÚ °Á° «ÖÁi¼Ö
 | ··Í Ò¾ ÁÚÁÝ\$ÁiØ ¿··¾ | ÀÜÈ Á¿Á·½ÍÍ Ì Ò
 ÀÈÍ 25-8-2011 Ó¾Ø Á½d Í ÁÒÁ¾i, 'ÖÖÍ
 | ··iÑ¾i÷ Û ±ÝÚÖ, -ÉiØ 12-9-2011 Ó¾Ø
 °Ð¾ Á\$Á¾i \$Á··Á ¿ÙÖ¾Ø¾Ø ®Í ÁÐ¾i÷ Û
 ±ÝÚÖ, «¾ÉiØ ¿¿Ái, Ö °Á° «ÖÁi¼Ö
 11-10-2011 \$¾¾ÀÐ¾ É¾Ö ¾ÁÒÁÐ¾Ð ±ÝÚÖ
 °ÖÀÇÖ ¾Í ÛÍÍ | °Ö¾ÖÁ2011-ÍÍ ¾ÁÀØ··Á
 ±ÉÖ ði÷ | ··i Ò¾ÖÖ¾i÷ Û ±ÝÚÖ, -ÉiØ 9-2011
 Ó¾Ø 11-9-2011 Á··Á ÁÐÍ \$Á «Á÷ Û °ÖÀÇÖ
 | ÀÈ -iÀÁ÷ Û ±ÝÚÖ «¾ÝÀÈÍ -iÀ
 ¿iÐ ÛÍÍ «Á÷ Û °Ð¾Á\$Á¾i ¿¾ÀÈÍ ·· ÇØ
 ®Í ÁÐÈÖÖ¾i÷ Û ±ÝÚÖ °Á° «ÖÁi¼Ö
 | ¼iÉÜ¾ ÁiÜ ¿Ö··ÁÀØ ÞÖÖ¾\$ÁiÐ 1-11-2011
 «ÝÚ ÁÑÍ Ö Á½d Í ÁÀ °ÖÁ¾Ø¾i÷ Û ±ÝÚÖ
 -ÉiØ ÁÑÍ Ö 'Õ À¿ÀÉ÷ °Ð¾Á\$Á¾i
 \$Á··ÁÀØ ®Í ÁÐ¾¾i, ×Õ Í ÈÖÀÐÍ ÛÇi÷.

30. ŠAÖÖ, «Ä: İ EÖÄĐ ... ÄÖ, Äİ ÖÄİ ŠÄÄ
± Y. Ğ | ¾ÄÄİ ÇÇ ¾YÄĐ | Äİ ÖÄİ É Ö. İ. ... Ç
| ¾ÄÜ Ö. ... Ä ŠÄÄİ Ç. Ü | İ İ ÖĐ ¾Y ... É ÄÄ
Äİ | Ä ¾İ. ÜÄ ¾İ Ö, «ÄÖİ İ ÖÄ Ä ½ÄÖ ¼Ö ... ¾
«ÇÄ | °Y ... Éİ İ Äİ ÜÉÖ | °ÖÄÖÄĐ ¾İ. ± YÜ
- É. Ö ¾ÉĐ Äİ Ü¾. Ä ± ¾Ö ÖĐ | ¾ÄÄİ Ç.
«ÖÄÄ. ÇÖÖ «Ä: ÄÜ «ÇÖ ¾İ. ± YÜÖ, «Đ
ÄÜÄÄ ÄÖ. Ä ½ÄÖ °ÄÄ °ÖÉx ²ÜÄĐ ¼Äİ. x Ö
| ¾ÄÄİ Ç. ÇÖ Ö ÄÄÄÉ: | ¾ÄÄİ Ç. Ä
°ĐÄİ. ... Ç ÄÄ 2-3-2012 ÖÖÖ | ÄĐ ŠÄ ... ÄÄÖ
®İ ÄĐ ¼ŠÄİ ¾YÜ ¼Y Ä ½Ö. ÖÖ ÄÜÉ ÄÄİ.
Ä ½Äİ Ç. ... ÇÖ ¾Äİ İ ... ÄÄİ Ö ŠÄ°ÖÖ, | ÄĐ
ŠÄ ... Ä | °ÖÖÄİÜ ÄÄÉ ÄÖ ¾É: ± É
İ EÖÄĐ ÜÇİ. ŠAÖÖ, ¾ÖÖÄ ¾Ä - N ¼İÜ ± YÉ
Đ ... ½ - ¾ÄÄ ¾Äİ Äİ ÖÄİĐİ ŠÄÄİ Ç ... Ä
¾Äİ İ ... ÄÄİ É Äİ: Ö ... Çİ Ö ŠÄ°Ä ¾İ. x Ö, «Ä ... Ä
ÄÄÉÄ ¾Äİ. x Ö, ¾ÖÖÄ ¾Ä - N ¼İÜ | İ İ Ö ¾Ö. İ.
ŠÄĐİ ÖÄİ. ... ČÄÖ ... ÄÖ Đ ... ÄÄÖ Ä ¾Äx
| °ÖÖÖÄĐ ¼¾İ. İ EÖÄĐ ÜÇİ. ŠAÖÖ, ŠÄ ... Ä
ÄÜÖ ¾Ö ¾ÖÖ ®İ ÄÉÖÖÖ ¾ | ¾ÄÄİ Ç. Ü Ä ½Ä
| °ÖÖÖ ¾ÄÄİ Ç. ... ČÖ Ä ½Ä | °ÖÄ ÄÖ ¼İÖÖ
ÄÜÜÖ ¾ÄÄÜ Ö. ... ÄÄÖ « ... Ä ¾ÄÄÖ Äİ. Ä ... Ä
²ÜÄİ ÖÄ ¾Äİ. x Ö ŠAÖÖ | ÄĐ ŠÄ ... ÄÄİ Ö - ÜÄÖ ¾Ä
Äx x Ö Äİ ¾Ä ÖÄĐ ¼Äİ. x Ö İ EÖÄĐ ÉÖÖ ¾İ. ±.

31. ŠĀÖŌ, p±Š³ ĀÜÚŌ pĀ±Ō → Ą Ć ĆĀ
¼Ė¼Ĭ Ū ĭ̇¼Ō ĒŌĀĬŌ¼ĀŌ Ą ±Ē ŠĀ Ą
ĈŪŌ¼Ō Ĭ ĨŌ¼ ĩ¼ĬĀĬĈ÷ Ū ¼ĀĒĒĒ Ő ĭ̇Ā
«ČŌ¼ŌŌŌ¼¼Ĭ ×Ō, °Đ¼Ō¼ŪĬ Ő ŐĒŌĬ, °Ā
¼¼ĬĀĬĈ÷ Ū ®ĤĀĤĤ ĀŌ¼¼Ĭ 26-4-2012
\$¼¼ĀĖ¼ Ē¼Ō¼ŧ ĀĀŌ ¼Ā ĨŌŌ

| °ÖÄÖŠÄjÄ¾Äj, ¿±:Äj, Ö |¾jÆÜ°i°Ä
 | °½ÄÖl |, È¾Ö ±Ø¾Ä¾j, xÖ, ¿Äj,
 pÄl | ¿Öl | Ö |¾jÆÄjÇ÷, Ül | Ö p°¾ŠÄ
 ²ÜÄÐ¾, Ö ÜÐ¾Ø¾Ø ¿Äj, pÄl | ¿Ä
 A. ÄfÄY ±YÈ |¾jÆÄjÇ÷¾j, Ä¾j, xÖ, 11-5-2012
 «YÜ Ä½ÄjN°Ä ŠÄÄjÇ°ÄÖÖ ÄÜÜÖ ÄÖ¾
 - ÜÄÖ¾¿ ŠÄÄjÇ°ÄÖÖ |¾jÆÜ°i°ÄÄÖÜÇ
 ŠÄÄjÇjY «°ÈÄÖ°ÄÖÐ j°Ä 9 Ä½¿ Ö¾Ø
 Äj°Ä 6 Ä½¿ Ä°Ä ¿, ÄÄ¾jÄØ «°½ÖÐ
 °ÄÖ¾Š¾jÄ ÄÄ Ö°È ŠÄÄjÄj÷÷¾, ¿¾Ö¾Ä
 ÄÈŠ, «Ä÷, Ü ŠÄjÄÇÖÖ Öj÷ |, jÄÖ¾jØ, ÄÖ
 ¿¾ÄÈl °l | Çj, Š¿jÄ Ö±È «ÄÄjÜÖ¾ÖÄÄÄ
 ÄÇŠÄ Ä¾ÖÄÐ¾È÷ ±YÜÖ, |¾jÆÄjÇ÷, °ÇÖ
 ÄNÈ ŠÄ°Ä ¿ÜÖ¾¾¾Ø ®ÄÄ¾ | °Ö¾, Ö ÄÇÇx
 |¾jÆÄjÇ÷, ÇY | °°, ÄÄÖÖ ÄÈÄÐ¾Ä
 ±YÜÖ, Ä½¿ Š¿ÄÖ¾Ø Ä½¿ | °ÖÄ¾¾, Ö ÄÇÇx
 |¾jÆÄjÇ÷, Ü ÄjÄÄ, Ü ÄjÈl |, jNÄÖ, ŠÄ°Ä
 ¿ÜÖ¾¾¾Ø ®ÄÄ¾¾¾Ä÷, °Ç ÄÄÈÄl |, jNÄÖ,
 ÄÖÄj, ÄÖÐ ¿Äj, Ä½ÄjÇ÷, °ÇÖ Ä½¿ | °ÖÄ
 Ä¾jÄØ¾Ä°¾¾¾¾Äj÷¾¾¾¾ÄjÇ÷ ÄÜÜÖ
 ŠÄÄjÇÖÖ ÄÄÖÐ Ä½Äl ÄjÄØ pÖÖ¾È÷
 ±YÜÖ, ±Ä, Ü - ÜÄÖ¾¿ Ä¾Ä, ÖÄÐ¾Ä ±YÜÖ,
 pÄYÜ¿ ÄÄÖ 5-5-2012-Ö,¾Ä°¾Ö | °ÖÄÖÄ¾ÄÄ
 ±YÜÖ ÄÖÄÈÖÖ¾¾j÷.

32. SAÖÖ, p0%l YÜç AAi05 ¼jAÄiÇ÷, Ül l
 A½çÄi - 0%Ä × 22-5-2012 « YÜ ÄÄi ÖÄD¼¼j, × Ö
 pÖÄÜÄÖ, N¼30 ¼jAÄiÇ÷, ÜÖ - 0%ÄÄi¼Ö
 ¼Ä ÄÜÖD A½çÄÜl, ÖÄD¼¼j, °Ä° « ÖÄÄ÷ÖY
 ÄÜ l, iÄ 0%j÷, Ü ±YÜÖ, pÜÄç, Äl, ·Ç
 Ä·ÈÖD pÖÄÜ ¼j l, Ø l, °ÖÄÖÄD¼¼j
 l ÈÖÄÖÄÜ ÜÇj÷, ±¼ÄÜ¼jÄ÷, çÄj, 0%Y ÄÜÈ
 °jD°Ç, ÇiÉ ±Ä, °j, 2 Ö¼Ø ±Ä, °j, 5 -, ÖÄiÖÖ
 ±Äj, °j, l-Y ÜÜ·È « Ü°jD çÄj, ÖDl l
 °¼, Äj, °jD°ÄÇÖ¼É÷.

[illegible]

34. $\text{S}\ddot{\text{A}}\ddot{\text{O}}\ddot{\text{O}}, \frac{3}{4}\text{A}\ddot{\text{S}}\ddot{\text{E}} \mid \circ\ddot{\text{O}}\ddot{\text{A}}\ddot{\text{I}}\frac{3}{4} \mid \frac{3}{4}\text{A}\ddot{\text{E}}\ddot{\text{A}}\ddot{\text{I}}\ddot{\text{C}}\ddot{\text{I}}\ddot{\text{C}} \ddot{\text{I}} \ddot{\text{C}} \\ \text{p}\ddot{\text{E}}\ddot{\text{C}} \circ\ddot{\text{D}}\frac{1}{4}\ddot{\text{O}}\frac{3}{4}\ddot{\text{U}}\ddot{\text{I}}\ddot{\text{O}} \ddot{\text{O}}\ddot{\text{E}}\ddot{\text{O}}\ddot{\text{A}}\ddot{\text{I}}. \text{S}\ddot{\text{A}}\ddot{\text{I}} \ddot{\text{A}} \ddot{\text{C}}\ddot{\text{U}}\ddot{\text{O}}\frac{1}{4}\ddot{\text{O}}\frac{3}{4}\ddot{\text{O}} \\ \circ\ddot{\text{I}} \text{A}\frac{1}{4} \text{A}\ddot{\text{I}}\ddot{\text{D}}\text{S}\frac{1}{4}\ddot{\text{I}}\ddot{\text{O}} \pm \text{Y}\ddot{\text{U}} \ddot{\text{O}}\frac{1}{4}\ddot{\text{A}}\ddot{\text{A}}\ddot{\text{I}}\frac{3}{4}\ddot{\text{O}}\ddot{\text{I}} \pm \ddot{\text{O}}\frac{1}{4}\ddot{\text{O}}\frac{3}{4}\ddot{\text{O}}\ddot{\text{A}} \\ \text{S}\ddot{\text{A}}\ddot{\text{N}}\ddot{\text{I}}\ddot{\text{O}} \pm \text{Y}\ddot{\text{U}}\ddot{\text{O}} \text{p}\ddot{\text{O}}\ddot{\text{I}} \text{A}\ddot{\text{E}}\ddot{\text{O}} \text{A}\frac{1}{2}\ddot{\text{d}} \mid \text{A}\ddot{\text{A}} \\ \text{p}\ddot{\text{A}}\ddot{\text{A}}\ddot{\text{I}}\ddot{\text{D}} \pm \text{E} \text{A}\frac{1}{2}\ddot{\text{C}} \text{A}\ddot{\text{U}}\ddot{\text{O}}\ddot{\text{A}}\ddot{\text{D}} \circ\ddot{\text{D}}\frac{1}{4}\ddot{\text{O}}\ddot{\text{A}}\ddot{\text{E}} \pm \ddot{\text{U}} \mid \ddot{\text{U}}\ddot{\text{E}}\ddot{\text{A}}\ddot{\text{D}} \\ \ll \ddot{\text{O}}\ddot{\text{A}} \pm \text{Y}\ddot{\text{U}}\ddot{\text{O}} \pm \ddot{\text{I}} \ddot{\text{O}}\ddot{\text{D}}\ddot{\text{I}} \ddot{\text{A}}\ddot{\text{O}}\frac{3}{4}\ddot{\text{I}}\ddot{\text{I}}. \text{S}\ddot{\text{A}}\ddot{\text{O}}\ddot{\text{O}}, \text{A}\ddot{\text{U}}\frac{3}{4}\ddot{\text{A}}\ddot{\text{I}}\ddot{\text{I}} \ddot{\text{U}}\ddot{\text{I}} \mid \\ \circ\ddot{\text{I}}\frac{3}{4}\ddot{\text{A}}\ddot{\text{I}}\ddot{\text{I}} \ddot{\text{U}}\ddot{\text{I}} \ddot{\text{N}}\frac{1}{4} \ddot{\text{O}}\text{Y}\frac{3}{4}\ddot{\text{E}}\ddot{\text{O}}\ddot{\text{I}} \ddot{\text{I}} \ddot{\text{C}} \pm \ddot{\text{I}} \ddot{\text{O}}\ddot{\text{D}}\ddot{\text{I}} \ddot{\text{A}}\ddot{\text{O}}\frac{3}{4}\ddot{\text{I}}\ddot{\text{I}}.$

Civil Appeal Nos. 6342 - 6343 of 2012, SC 18-9-2012
V. Chandrasekaran and Anr.- Vs. - The Administrative Officer and Ors.

..... The judicial process cannot become an instrument of oppression or abuse, or a means in the process of the court to subvert justice, for the reason that the court exercise its jurisdiction, only in furtherance of justice. The interests of justice and public interest coalesce, and therefore, they are very often one and the same. A petition or an affidavit containing a misleading and/or an inaccurate statement, only to achieve an ulterior purpose, amounts to an abuse of process of the court.

In Dalip Singh Vs. State of U.P. and Ors., (2010) 2 SCC 114

This court noticed an altogether new creed of litigants, that is, dishonest litigants and went on to strongly deprecate their conduct by observing that, the truth constitutes an integral part of the justice delivery system. The quest for personal gain has become so intense that those involved in litigation do not hesitate to seek shelter of falsehood, misrepresentation and suppression of facts in the course of court proceedings. A litigants who attempts to pollute the stream of justice, or who touches the pure fountain of justice with tainted hands, is not entitled to any relief, interim or final.

The truth should be the guiding star in the entire judicial process. "Every trial is a voyage of discovery in which truth is the quest". An action at law is not a game of chess, therefore, a litigant cannot prevaricate and take inconsistent positions. It is one of those fundamental principles of jurisprudence that litigants must observe total clarity and candour in their pleadings. (*Vide: Ritish Tewari and Anr. Vs. State of Uttar Pradesh and Ors., (2010) 10 SCC 677; and Amar Singh Vs. Union of India, (2011) 7 SCC 69.*)

1993 SCR (3) 930 1993 SCC (3) 259

D.K. Yadav - Vs. - J.M.A. Industries Ltd.

Article 21 of the Constitution clubs life with liberty, dignity of person with means of livelihood without which the glorious content of dignity of person would be reduced to animal existence. When it is interpreted that the colour and content of procedure established by law must be in conformity with the minimum fairness and processual justice, it would relieve legislative callousness despising opportunity of being heard and fair opportunities of defence. The order of termination of the service of

an employee/workman visits with civil consequences of jeopardizing not only his/her livelihood but also career and livelihood of dependants. Therefore, before taking any action putting an end to the tenure of an employee/workman, fair play requires that a reasonable opportunity to put forth his case is given and domestic enquiry conducted complying with the principles of natural justice.

M/s. Chidambaram Shipcare Pvt. Ltd., - Vs. - The Presiding Officer, Principal Labour Court, Chennai.

Whenever the workmen go on strike, the trade union should issue notice as per the conditions of service and in the case of public utility service, it is a must for issuing notice on strike by the unions. Section 33 of the Act provides protection to the office bearer of the trade union from being victimised by the employer, while disputes are pending adjudication or conciliation. Thus, the scheme of the Act provides a pivotal role for trade unions.

It is relevant that section 3 of the standing orders for certification, the certifying officer shall forward a copy thereof to the trade unions and to hear the trade unions in the certification proceedings. Thus, the trade union is given a right to be heard, while framing the conditions of service of the workmen. While submitting draft standing orders, section 3 of the Standing Orders Act contemplates that the draft standing orders shall be in conformity with the model standing orders. Section 4 of the Act makes it clear that it is the duty of the certifying officer to adjudicate on reasonableness of the provisions of the standing orders. Hence, while certifying any standing orders, the certifying officer, taking into account the above principles, should ensure that the workman is given assistance by the office bearer of the trade union in the domestic enquiry, to which the workman is a member.

Management of Kavarakkal Estate, - Vs. - Presiding Officer, Labour Court, (2002) ILLJ 217 Mad:

It is true that apart from section 11A, the Labour Court has powers as well to interfere as has been held by the Apex Court in Firestone case (*supra*). However, in the absence of any victimisation or unfair labour practice or discrimination or malicious or arbitrary exercise of power, the Labour Court has no jurisdiction to interfere de hors section 11A of the Industrial Disputes Act.

Supreme Court of India M/s. Lokmat Newspapers Pvt. Ltd., -Vs.- Shankarprasad. Date of judgment: 19-7-1999.

It is not in dispute in this case that the respondent invoked the jurisdiction of the Labour Court which was competent to deal with his

complaint regarding unfair labour practice, under items 1 (a), (b), (d) and (f) of Schedule IV of the Maharashtra Act. Section 7 of the Act lays down the duties of Labour Court and states as under:- It shall be the duty of the Labour Court to decide complaints relating to unfair labour practices described in item 1 of Schedule IV and to try offences punishable under this Act.

*Workmen of Bata India Limited, - Vs. - The
Commissioner of Labour and The ILR 2007 KAR 615.*

Therefore, without holding an enquiry and without providing an opportunity to show cause to the unilateral deduction of *pro rata* wages from the monthly wages payable to the employees is opposed to principles of natural justice.

In the absence of terms of settlement, deduction can be made from the wages payable to an employee as specified in section 7 of the Payment of Wages Act. Firstly, the provisions of Payment of Wages Act do not apply to the workmen in question since all of them are drawing more than Rs.1,600 as wages per month. Further, section 7 of the Payment of Wages Act do not specify deduction of *pro rata* wages on the ground of go-slow work. Therefore, in the absence of any provision in the settlement and also any statutory provision, it is not open for the 2nd respondent to deduct wages on *pro rata* basis on the ground of go-slow work.

Rajasthan High Court Alcobex Metals Ltd., - Vs. State of Rajasthan And Ors. (2004) III LJ 886 Raj.

The dispute raised by workmen about validity of retrenchment and unfair labour practice was clearly a dispute exclusively triable by Labour Court/ Industrial Tribunal under Industrial Disputes Act. In respect of dispute about termination of workmen have been conferred individual right to raise the dispute and get it adjudicated under section 10 of the Act.

It is well settled rule of interpretation that no part of statute shall be construed as unnecessary or superfluous. The proviso cannot be diluted or disobeyed by an employer. He cannot disobey the mandatory provision and then say that the order of discharge or dismissal made in contravention of section 33 (2) (b) is not valid or inoperative. He cannot be permitted to take advantage of his own wrong. The interpretation of statute must be such that it should advance the legislative intent and serve the purpose for which it is made rather than to frustrate it. The proviso to section 33 (2) (b) affords protection to a workman to safeguard his interest and it is a shield against victimization and unfair labour practice by the employer during the pendency of industrial dispute when the relationship between them are

already strained. An employer cannot be permitted to use the provision of section 33 (2) (b) to ease out a workman without complying with the conditions contained in the said proviso for any alleged misconduct said to be unconnected with the already pending industrial dispute. The protection afforded to a workman under the said provision cannot be taken away. If it is to be held that an order of discharge or dismissal passed by the employer without complying with the requirements of the said proviso is not void or inoperative, the employer may with impunity discharge or dismiss a workman.

*Madras High Court The Management of
M/s. Chidambaram Shipcare Pvt. Ltd. - Vs. - The
Presiding Officer.*

“As held by the Supreme Court in the latest case *i.e.*, The Board of Trustees of the Port of Bombay V. Dilipkumar Nadkarni (Supra), apart from the provisions of laws, it is one of the basic principles of natural justice that the inquiry should be fair and impartial. Even if there is no provision in the standing order or in law, wherein an inquiry before the domestic Tribunal the delinquent officer is pitted against a legally trained mind, if he seeks permission to appear through a legal practitioner the refusal to grant this request would amount to denial of a reasonable request to defend himself and the essential principles of natural justice would be violated”.

[illegible]

Bharat Sugar Mills Ltd. - Vs. - Shri Jai Singh and Ors. AIR 1961SC1183:

Labour and industrial dismissal section 33 of Industrial Disputes Act and sections 22 and 23 of Industrial Disputes Appellate Tribunal Act - appellant (company) filed application under section 33 for dismissal of 21 workmen on ground that they

36. $\text{A}\text{U}\frac{3}{4}\text{I}\div\text{U}\text{p}\text{O}\text{A}\text{U}\cdot\text{A}\div\frac{3}{4}\text{I}\cdot\frac{3}{4}\text{I}\cdot\text{O}\text{D}\text{A}\text{O}\text{A}\text{G}\text{t}\times$
 $2(\text{A})\text{Y}\text{U}\frac{3}{4}\text{I}\cdot\text{O}\div\text{O}\text{D}\text{A}\text{G}\text{t}\cdot\text{I}\text{A}\text{O}\text{S}\cdot\text{I}\text{I}\text{O}\text{U}\text{C}\text{E}\div.$
 $\text{A}\text{G}\text{t}\times 2(\text{A})\text{Y}\text{A}\text{E}\text{I}\text{I}\text{A}\text{U}\frac{3}{4}\text{I}\div\text{U}\text{A}\text{t},\text{A}\text{D}\text{A}\text{O}$
 $\text{I}\frac{3}{4}\text{I}\text{A}\text{U}\frac{3}{4}\text{E}\text{I}\text{U}\text{D}\text{O}\text{p}\text{O}\cdot\text{A}\div\text{Y}\text{U}\text{O}\text{O}\text{A}\text{O}\ll\text{O}\text{A}\text{A}\div$

AAOÖ A;CÖD AI OAÅÅÖ A ±YUÖ «%ÉjØ
2(A)(2)Y, ØÖ pÖAU %j, Ø | °ÖA pAAjD
±YUÖ AqC× 10-Y, U °AA° «ÖAA÷
A;CÖD AI ÖAT Ö j;AÖA A AU%j; U
| A;ÖÖ%ÖÖD «%YAÆS, %j, Ø | °ÖA pAÖÖ
±YUÖ pT YU;C AÅÖ pÖAU ;C AI Ö%j %ØA
±YUÖ ±%C AU%j; ÅÖÖ ÅÆI l A»÷
±T ÖD AÖ%j; pÖAU °f %C ;C S; j l ÖSAjD
AU%j; U A½t ; Ø | °ÖAÖD%j; °f %C U
pÖ A. -ÉjØ, AU%j; U SÄ AI l Å
| %j;ÆÜ°i AÅÖ «ÖA%j, ÖA%ÅÖ A ±YUÖ
«%ÉjØ A½t AUl ÖAT Åj; -ÜC%jØ A½t
«CÖD AUUÖ «ÉÖD °Ö ;C ÖÖ «Cj
SÄNT Ö ±É AU%j; U %AÖAÖ ÜEÖADT ÜCj.

37. 28-6-2012 %%AYÜ 30 AU%j; UÖ
| %j;ÆÜ%j; Åi °AA° «%C; i;C ÖYÉ÷ «CÖ%
±.°j. -2 ÅÖ %f ;C A½t AUl ÖADT ÜC%j;
l EÖAÖT S; i;C AU «CÖDÜCÉ÷. | %j; %j;
°D%Ö AqC× 2A-Y ÅÆI l A½t ; Ø ADT SÄ
| %j;ÆÜ%j; Åj; U ±YU Ö%ÖEjD ±YUÖ
| %j;Æj;Cj l Ö Ö%j;Cj l Ö p %SÄ -ÜC
ÖÖD SÄUAjT ÜÖ, AUUÖ «D | %j; %j; ÅjÉ
ÄT °É ÜÖ | %j;ÆÜ%j; Åj; U l EÖAÖADT ÜC
; j Ö pT ÅÉ SÄNT Ö. °D%Ö l ÖEÖA;É
SÄ A ;ÜÖ%Ö | °ÖA A;D\$%j; Ö ±YU undertaking
«CÖ%jØ ADT SÄ SÄ AI l «ÖA%j, ÖEÖÖ
±YU ;C Åj; Ö ÜEÖ %AT ÖD pÖAU
| %j; %AÖD%j; | %j;C ÖD. -SÄ, pÖAU
| %j; %j; Ö%j; Ö ÄT °É pÖÖA%j; «EÖÖEAAÖ A
±YA %j; Å.°j. -1 AUUÖ A.°j. -2 -Å -A½t U
-½t ÖD ;YÉÉ.

38. | %j;ÆÜ°f Ö A%j; °j;YÉÜ A.°j. -4. ÅÖ
26-3-2012 «YU, | %j;ÆÜ°f Ö A%j; | °ÖA%j; U
ÖYÖÖ AYÖÖ «EÖA % S; i;C ;C ÖY
AÖ%j; xÖ p% É | A;UÖDl | ;ÜC%j;
;C Åj; Ö | %j;Æj;C;C;Y S; i;C ;C 2Ü
AUÖD AÆj; l Ö ;%ÆI ;C SÄU | ;N%j; xÖ
AU%j; ÅÖÖ «Ej; Ö% ÅÆI l A»÷
±T ÖD AÖ%j; 21-11-2011 %%AÖ% S; i;C
AU A.°j. -5 -l Ö. pl S; i;C A 2Ü j%
;C Åj; Ö 15-5-2012 «YU A.°j. -6 Åj l «xÖ
S; j DÉS | ;T Ö%AYÉ÷ 30-5-2012 «YU °AA°
«ÖAA;CÖA.°j. -7 Ö j; «Cj ÖAD%j; xÖ
«%YSAjØ pÖ%ÄÖ AÖÖ «ÉÖD ÄC; j;Ö%É÷
±YUÖ, pÖ% | %j;ÆÜ°f ;%ÆI ;C
| A;UÖDl | ;ÜCj; AÖ | %j;ÆÜ°f Ö%Ö | °AÖD%
| %j;Æj;C;C;C p%j; ÜEÖ | °ÖDÖ AUUÖ D
A;ÜEÖ | °ÖDÖ AUUÖ %j; Å; A½t A;ÜEÖ
| °ÖDÖ AUUÖ ;Ö%j; A½t ; Ø | °ÖDÖ
SÄj;C..Ö °C | %j;Æj;C;C;C U AD Ö j; | °ÖA
;%ÆI ; ±T ÖDÖ ;C Åj; Ö AÆ Åj; C%j; É
-%j; ÅÖ A.°j. -9 Ö%Ö A.°j. -66 A AÄj l Ö
±É xÖ, SÄÖÖ, AU%j; U %AÖAÖ
l EÖAÖADT ÜCj.

39. | %j;Æj;C;C;C Ü l l Ö A;D j ÖÖ AUUÖ
«EÖA % A%j; | °ÖD%j; AÖÖ AUUÖ l EÖ%AD°
° %AÖ «Cj SÄNE | %j;ÆÜ°f Ö «CÖ% Ö j;
AUUÖ «ÖD É «ÖAA÷ Ü%Y 2ÜAT Ö%j; | ;N%
É% SÄj l l AÖDl Ö A.°j. -67 Ö%Ö A.°j. -75
A A NT ÜCj. SÄUAÉ -A½t U ÅÖ
| %j;Æj;C;C;C AÖj; %Ö SÄj l ;C Åj; Ö ;%AÖD
AÖ%j; | %j;Æ AÖA%j; xÖ, p% É AU%j; U
S U Ät ±ÖÖA%j; Y Ät ;C Åj; A½t
AUl ÖAD%j; xÖ ±T ÖD AI ÖAD%j;.

40. ±%C AU%j; ÅÖÖ «Ej; Ö% ÅÆI l A»÷
A; %j; AÖ | %j;Æj;C;C;C CÖ Ö A;Cj;C;C;C A½t
S; AÖ%j; A½t | °ÖA; AÖ °D%Ö%j; l Ö ÖEÖA;
SÄ A ;ÜÖ%Ö | °Ö%j; xÖ SÄÖ A½t | °ÖD
| ;NÉÖÖ A½t ;C;C;C A½t | °ÖA A%j; AÖ
%T Ö%j; xÖ, pÖAUÉ °AA° «ÖAA÷ ÖYÉjØ
SÄT | A; j;Ö %j; AÄ Ö É ;%j; AÜEÖ ±YUÖ
-ÉjÖÖ | %j; %j; ÖD Ö A;Cj;C;C;C °D%Ö%j; l Ö
ÖEÖA;É | °AÖ CÖÖ °T ADT AÖ%j; Ø, pÉt
SÄ A ;ÜÖ%Ö%j; °T A%j; D\$%j; Ö ±É
-Ö%j; %j; Ö ±Ö%j; | ;T Ö%j; A½t l 2ÜÜ
| ;ÜÖ ;Éj; Ö ±É ;C Åj; Ö %AÖAÖ
l EÖAÖADT ÜCj ±YUÖ, SÄÖ A½t
AUl ÖA%ÅÖ A ±YUÖ ±T ÖD AÖ%j; ;
±%C AU%j; ÅÖ ÜUÄD SÄj; AU%j; U «Ö%j;
-Ö%j; %j; Ö ±Ö%j; | ;T l | %j;Æj;C;C;C
;AT °D%j; CÖÖ p%j; AÖ A ±YUÖ «Ö%j;
undertaking ±Ö%j; %j; AÖ ±É %AÖA;C;C;C %SÄ
ÖAÖ%j; pÖ A ±YUÖ «l ÉÖ ±Ö%j; %j; A;
ÖÖ l | ;ÜCj; AÖ A ±YUÖ ±T ÖD AÖ%j; ;.

41. ±%C AU%j; ÅÖ 11-10-2011 °AA° «ÖAA÷ l
±Ö%j; ±.°j. -2 É%Ö%j; l EÖAÖ ÖSAjD
-l ;C;C;C ÖYÖ ;%j; SÄT | A; j;Ö %j; AÖ ÖÖ l
| ;N%j; AE Åj; Ö 400 ;Cj; A½t Ö «Cj ÖÖ l
| ;NT A½t l AÖA%j; «A; U | AÖÖ%j;
AYÉÖÖ, A½t l AÄÖ A. SÄÖÖ 8-8-2011
Ö%Ö SÄ A ;ÜÖ%Ö%j; °T ADT ÜCÉ÷ 2Ö Ö EÖÖ
; Ø U «CÖ% -Ö%j; A A%j; AÖ A ±É
l EÖAÖADT ÜCj. °AA° «ÖAA÷ ÖY 24-8-2012
«YU ;%j; %j; ±N 1762/2011 (±.°j. -3)
SÄT | A; j;Ö %j; AY SÄjD | %j;Æj;C;C;C ÖÖ
;C Åj; Ö%j; ÖÖ SÄt ÖÉx | °Ö%j; Y «EÖA %AÖ
25-8-2011 Ö%Ö A½t l l | °ÖA%j; AU%j; U
ÖÖ l | ;N%j; xÖ, pÉt | %j;Æj;C;C;C U °D%Ö%j;
AEj; AÖ, | %j;ÆÜ%j; Åj; U ;Ö AÄÖ pÖ l l Ö A A
| %j;Æj;C;C;C U SÄ AI l | °ÖA «EÜÖ%j; AÖ%j; xÖ
°AA° «ÖAA÷ ;ÉD l EÖAÖ ±Ö%j; ÜC%j;
l EÖAÖADT ÜCj. SÄÖÖ, pÖ% | %j;ÆÜ%j; Åj; EÖ
%j; %j; ÖD 2-2-2012 A A SÄT | A; j;Ö %j; U
; %j; AÜE%j; SÄ A ;ÜÖ%Ö | °ÖD AÖ%j;
| %j;Æj;C;C;C U ±Ö%j; AÖ %j; EÖAYÉ 10-11-2011
Ö%Ö A½t l AÖA%j; ÖÖ l | ;N%j;
;C Åj; Ö ÜEÄ%j; 12-12-2011 «YU °AA°
«ÖAA÷ l EÖAÖ -ÜCj. °ÖAC -A; x AUÉ SÄT |
A; j;Ö %j; AÖ ÖYÉÜEÖ pÖj; %j; Ø -ÜCj ÖÖ

3/4 A... 1/4 OÖ | °Ö AÖ SÄ; Ä; Ü EÖ A T Ö
 2/4 Ä; 0/4 C Y «E AÖ 01 l Ö Y E ÷ 1/4; Ä; C Ç Ø
 'Ö A Ç Ä E Ö l l Ö 2/4 Ä; 0/4 Ü l Ö p... S Ä
 l Ö Ä; E - E x p Ö Ä; AÖ p Ö Ö 4 D, ± Y A... 3/4 2 i Ö
 p l l . Ä E d . S Ä N T Ö.

46. 1/4; 3/4; ° D 1/4 Ö 5-Ä D «D 1/4 Ä... 1/2 AÖ,
 1/4; Ä; C ÷ Ç Y Ä S Ä; 1/4 Ö S Ä; l... 2/4 Ä; Ö Ö
 1/4; Ä C Ü Ö l . Ö Ö ± Ö 1/4 Ä 0/4 0/4 Ø ± Ö Ä; Ö
 ... Ä; C l Ü 1/4; D ± Y Ü Ä... Ä U l . Ö A D T Ü Ç E.
 1/4; Ä C Ü Ö l . Ö «... A Ö D 3/4 l . Ç Y - i C Ä l . i .
 1/4; Ä; C Ç Ü ° D 1/4 0/4 Ü l - D A D T S Ä; Ä; T Ä... 3/4
 1/4; Ä C Ü Ö l . ° D 1/4 Ö «Ü A 3/4 l . Ç E D. - E; j Ø,
 1/4; Ä C Ü Ö l . Ö... 3/4 - Ö 3/4 Ä; Ä Ä Y A T Ö 3/4 Ç
 1/4; Ä; C Ç Ü ° D 1/4 Ö... 3/4 Ä E Ç | ° A Ö A 1/4 l Ü 1/4; D.
 1/4; Ä; C Ç Ü 3/4 l Ü «E Ö A... 1/4 Ä... 3/4 Ç Ü S; i i Ç
 2/4 Ä; 0/4 Ü l A Ü | . i T Ö A D Ö, 1/4; Ä C Ü Ö l . Ö
 «... A Ö D 3/4 l Ü S; i i d... l . i . Ö Y E E A Ö Ö
 | ° Ö D S Ä... Ä 2/4 Ö 0/4 Ö | ° Ö A D Ö, 1/4; Ä C Ü Ö l .
 ° D 1/4 0/4 Ø «Ü A 3/4 l . Ö A D T Ü Ç ° A Ö D l Ü - l Ö.
 «Ö 3/4 Ä... A Ö S Ä; 3/4 Ä ° Ö A Ç Ö, l... E Ö 3/4 ° 3/4 Ä
 A D T Ä; 1/4; ° D 1/4 Ö A E «Ç d . S Ä N T Ö ± Y Ü Ö
 Ä; D; j Ö «E Ö A... 1/4 Ä... 3/4 Ç Ü | ° Ö D 3/4 Ä S Ä N T Ö
 ± Y Ü Ö S; i i d... Ü... Ä l . Ö A D 1/4 3/4 Ø «3/4 Ö 0/4 Ö Ü E
 2/4 Ä; 0/4 Ü l A Ä; l l Ö S; i l . Ö D 1/4 Y 15-5-2012
 «Y Ü 3/4 Ä... 1/4 Ö | ° Ö D A C Y E ÷ 2/4 Ö 3/4... E A Ü E
 - Ö 3/4 Ä; 3/4 Ö undertaking «Ç 0/4; j Ö A D T S Ä
 A Ü 3/4; ÷... Ç Ö A 1/2 Ç | ° Ö A «Ü A 3/4 l . p A Ö Ö ± Y Ü
 2/4 Ä; 0/4 Ü Ü E A D 2/4 Ü 0/4 l . 3/4 Ö Ä ± Y A D
 A Ü 3/4; Ä ÷ Ç Y Ä; 3/4 Ä; l Ö.

47. ±. ° j . - 3 Y Ä E l l 10-12-2011 Ö ° Ä Ä °
 «Ö Ä Ä ÷ Ö Y E; j Ø 1/4; 3/4; 1762/11 2/4 Ö... Ä A Ö
 p Ö Ö 3/4 0/4 Ø, ° Ö A Ç - Ä ÷ A Ö S Ä l l Ä; ÷ 0... 3/4
 2/4... 1/4; A Ü Ü Ö E A Ö A N T Ö A 1/2 d l 3/4 Ö Ö 0/4 Ä; 3/4;
 1/4; Ä C Ü Ö l . Ö 1/4; Ä Ö D Ü Ç D. ± 3/4 Ä Ü 3/4; Ä ÷ 3/4 A Ö A Ö
 3/4; l . Ø | ° Ö 3/4 ±. ° j . - 8 Y Ä E ° Ä Ä «Ö Ä Ä ÷
 Ö Y E; j Ø A 1/2 Ç 2/4 Ö 3/4... E Ü A Ü E Ç S Ä l l Ä; ÷ 0... 3/4
 18-1-2012 «Y Ü - Ä Ö A Ö D 27-2-2012 Ä... Ä
 2/4... 1/4; A Ü E D. S Ä Ö Ö 2011 A Ü Ü Ö 2012; i Ä l . Ç Ø
 3/4 A Ö A E ÷ Ç Y p... 1/4; S Ä 2/4... 1/4; A Ü E E 3/4 Ö
 S Ä; l l Ä A Ö... 3/4 Ä; l l Ö S Ä; D A Ü 3/4; Ä ÷ 3/4 A Ö A E ÷
 | A D S Ä... Ä A Ö © T A D 1/4; x Ö «3/4 E; j Ø ° Ä
 A Ç Ä E ÷ 1/4; Ä; C Ç... Ç 'Ö A Ç Ä A Ö Ö D A Ü E
 A Ç x l l Ä; Ü E E; j Ø Ü ± Y Ü Ö, - Ü A Ö 3/4 Ç | A Ö l . Ö
 l... E Ä; p Ö Ö 3/4; j Ø, «D A Ü E Ç 1/4; Ä; C ÷ Ü l l .
 ± T ° i d... E 3/4 Ö «Ü Ö A Ö A D 1/4; x Ö, ° Ä
 1/4; Ä; C Ç Ü A 1/2 Ç j Ø | ° Ö A Ö A D 1/4; x Ö
 - A 1/2 l . Ü N T Ü Ç E. S Ä Ö Ö, ±. ° j . Ö 3/4 Ø
 ±. ° j . 5 Ä... Ä Ä; E ° j D ° Ä ÷... Ç A Ü 3/4; Ä ÷ 3/4 A Ö A E ÷
 A Ä D E Ä; x Ö ° j D ° Ä ÷ Ü Ü E Ö Ü Ç E ÷.

48. p Ö 1 Y Ü Ç... Ä A Ö A 1/2 Ä 0/4 0/4 Ø
 «... Ä 3/4 Ä C Y... Ä 2/4 A D 1/4; j Ø 3/4 Ä... 1/4 Ö Ö
 | ° Ö A Ö A E 3/4; x Ö, 1/4; Ä; C ÷... Ç l . D T Ö A T Ö 3/4

p A Ä; 3/4 Y Ü Ç... Ä A Ö 3/4 Y 3/4 Ä... 1/4 Ö 2/4 0/4
 2/4 Ä; E D ± Y Ü Ö, «3/4 Y Ä E l ° D 1/4 0/4 Ü D Ö E Ö A; 3/4
 S Ä... Ä 2/4 Ö 0/4 Ö | ° Ö A Ä; D S 3/4; j Ø ± Y Ü - Ö 3/4 Ä; 3/4 Ö
 | ° Ö 3/4; j Ø A D T S Ä A 1/2 Ç | ° Ö A «Ü A 3/4 Ö S Ä; j Ø ± Y Ü
 2/4 Ä; 0/4 Ü Ü E A 3/4; x Ö. p Ö 1 undertaking
 «Ç Ö A D 3/4 Ä Ü p Ö... Ä ± Y Ü Ö 1/4; 3/4; ° D 1/4 Ö
 «D 1/4 Ä... 1/2 5-Y Ä E, p Ö 1 undertaking
 2/4 Ü 0/4 l . S 3/4 ± E ± 3/4 Ä Ü 3/4; Ä ÷ 3/4 A Ö Ö Ä E l l... Ä» ÷
 Ä; 3/4 D 1/4; ÷. S Ä Ö Ö, Ü N 1/4 Ö Y 3/4 E Ö A C Y
 Ü Ö D l Ç 2/4 E x Ü ÷ Ö 3/4; ÷.

Sundaram Industries Employees Union (Coach Division) - Vs. - Management of Sundaram Industries Ltd., (Coach Division) and Ors. (2000) ILLJ990Mad.

In this connection, it is relevant to notice that it is only during the period of strike, if the employer insists on the execution of a bond of good behavior, that would be regarded as an act of unfair labour practice, and where there is a lock-out, if the same action was done by the employer otherwise than during the period of strike, that would not amount to adoption of unfair labour practice. The definition of the expression, "lock-out" shows that where there was refusal by the employer to continue to employ any number of persons employed by him, that would amount to lock-out and in a lock-out, it is open to the employer to impose conditions for the entry of employees into the factory premises. In my view, by requiring employees to execute such a bond, the principle of collective bargaining is not lost. Section 18(1) of the Industrial Disputes Act, on the other hand, provides that it is open to the employer to enter into a contract or settlement otherwise than during the course of conciliation proceedings which would be binding on the parties.

I therefore, hold that the question, whether the demand of the employer to execute a bond of good behavior is valid or not has to be tested on the facts of each case and there is no universal proportion that it is bad in all cases or it is valid in all cases. Had the employer insisted on signing a bond, in normal circumstances, then the situation would have been different, but where the situation warranted or led the employer to form a belief that there would be a threat to machine or industrial disharmony, or where there was some action on the part of the employees which led the employer to form a belief that he should declare a lock-out, the action of the employer in demanding a bond of good behavior might be justified on the facts of the case.

[illegible]

50. ŠAÙÆ Ì ÈÒÀØ ÇĀİ, Ø%Ÿ °İ÷ÀØ À½Ç
 AÙÌ ÒÀ¼ÀØ Ä ±YÜÖ °D% ÅŠÄ¼Åİ,
 Ç%ÆÌ ÇØ ®Î Å¼ÅİÐŞ¼İÖ ±Éundertaking
 ±Ø%đ || İ Ò¼İ Ø À½ÇÀØ Ş÷ØĐl | İ ÜŠÄİÖ
 ±É ÜÈØAD¼¼İ ×Ö, Þ¼ÛÌ AU¼İÄ÷ ÜÖ
 °Øl | İ N¼¼İ ×Ö, ¬ÉİØ ÁUE |¼İÆÇ÷, Ü¼Y
 ÞÄ÷ Ü °İČAAİ, Ç¼Ø% ŠANÎ Ö ±É Ş, ĐÎ l
 | İ N¼¼ÛÌ ÇĀİ, Ö °Øl | İ N¼Đ ±YÜÖ
 AU¼İÄ÷ Ü À½Çl ¼ÖÖÅ «È×ÜØØAD¼¼İ ×Ö
 NÊÖl ĆĐ. ÞÉÇ °D%ÅŠÄ¼ ÇĀÆÌ ÇØ
 ®Î Å¼ÅİÐŞ¼İÖ ±É °Å° «ÖÅ÷ ÓYÉİØ
 14-8-2012 «YÜ ±.İ.¬.33Ø AU¼İÄ÷ Ü °Øl

The Supreme Court has come a long way from its earlier view points. The recent trend in the decisions of the Supreme Court seek to strike a balance between the earlier approach to the industrial relation, wherein, only the interest of the workmen

D. ŠÁ, Ý, Š,
 $\frac{3}{4} \cdot \ddot{A} \cdot \acute{A} \frac{3}{4} ; \bar{I} \bar{I} \bar{O} \ll \ddot{O} \ddot{A} \ddot{A} \div,$
 $\frac{3}{4} ; \acute{E} \ddot{O} ; \dot{C} \div ; \acute{E} \ddot{O} \acute{Y} \ddot{E} \ddot{O}, \ddot{O} \ddot{I} \S^{\circ} ; \ddot{C}$

Á.ºì.¬.38 19-4-2012 Copy of Nagappan show
cause notice.

A.ºi. - .39 19-4-2012 Copy of Radha show cause notice.
 A.ºi. - .40 19-4-2012 Copy of Venkatesan show cause notice.
 A.ºi. - .41 19-4-2012 Copy of Rejina show cause notice.
 A.ºi. - .42 19-4-2012 Copy of Deepa show cause notice.
 A.ºi. - .43 19-4-2012 Copy of Chandraprakash show cause notice.
 A.ºi. - .44 19-4-2012 Copy of Anbazhagan show cause notice.
 A.ºi. - .45 19-4-2012 Copy of Prakash show cause notice.
 A.ºi. - .46 19-4-2012 Copy of Ilakiya show cause notice.
 A.ºi. - .47 19-4-2012 Copy of Pachaiammal show cause notice.
 A.ºi. - .48 19-4-2012 Copy of Sundramoorthy show cause notice.
 A.ºi. - .49 19-4-2012 Copy of Vally show cause notice.
 A.ºi. - .50 19-4-2012 Copy of Chandrasekar show cause notice.
 A.ºi. - .51 19-4-2012 Copy of Vijayan show cause notice.
 A.ºi. - .52 19-4-2012 Copy of Thamees Ahamed show cause notice.
 A.ºi. - .53 3-3-2012 Copy of First Information Report (FIR) No. 45/12 by SHO, Mettupalayam, Puducherry.
 A.ºi. - .54 — Copy of salary bills of all employees for the month of March 2012.
 A.ºi. - .55 14-7-2012 Copy of Navaneethammal dismissal order.
 A.ºi. - .56 14-7-2012 Copy of Manjula dismissal order.
 A.ºi. - .57 14-7-2012 Copy of Sathiyavani dismissal order.
 A.ºi. - .58 14-7-2012 Copy of B. Shanthi dismissal order.
 A.ºi. - .59 14-7-2012 Copy of S. Shanthi dismissal order.
 A.ºi. - .60 14-7-2012 Copy of Sarasu dismissal order.
 A.ºi. - .61 14-7-2012 Copy of Easwari dismissal order.
 A.ºi. - .62 22-5-2012 Copy of Vijayan dismissal order.
 A.ºi. - .63 22-5-2012 Copy of Elakiya dismissal order.
 A.ºi. - .64 22-5-2012 Copy of Nadhiya dismissal order.

A.ºi. - .65 22-5-2012 Copy of Vanaja dismissal order.
 A.ºi. - .66 22-5-2012 Copy of Vally dismissal order.
 A.ºi. - .67 15-3-2012 Copy of the Letter No. Py-2127/ CIF2B/A2/2012 issued by the Inspector of Factories to the respondent.
 A.ºi. - .68 19-3-2012 Copy of the show cause notice issued by the Inspector of Factories to the respondent.
 A.ºi. - .69 6-6-2012 Copy of letter issued by the Inspector of Factories to the petitioner's union.
 A.ºi. - .70 11-11-2011 Copy of order passed by the authority under Payment of Wages Act, 1936.
 A.ºi. - .71 17-10-2011 Copy of the complaint letter submitted before the authority under the Payment of Wages Act, 1936 by the petitioner's union.
 A.ºi. - .72 29-9-2011 Copy of complaint letter submitted before the ESI office by the petitioner's union.
 A.ºi. - .73 28-9-2011 Copy of the complaint letter submitted before the Inspector of Factories by the petitioner's union.
 A.ºi. - .74 26-12-2011 Copy of the letter submitted by the respondent before the Labour Officer (Conciliation).
 A.ºi. - .75 21-11-2011 Copy of the letter submitted by the respondent before the Labour Officer (Conciliation).
±¾ ÅÜ¾Å± ¾ÅÖÅÖ:
 ±.ºi. - .1 5-3-2013 Copy of the authorisation letter by respondent.
 ±.ºi. - .2 11-10-2011 Copy of letter by respondent to Labour Officer (Conciliation).
 ±.ºi. - .3 10-11-2011 Copy of proceedings before Labour Officer (Conciliation) in I.D. No. 1762/2011.
 ±.ºi. - .4 29-11-2011 Copy of reply by respondent to payment of wages authority.
 ±.ºi. - .5 17-2-2012 Copy of complaint by Vasunthradevi to Labour Welfare Officer.

±.°j.↯.26	22-5-2012	Copy of representation by non-striking workers to the Labour Officer (Conciliation), Labour Commissioner, Payment of Wages Authority, Inspector of Factories.
±.°j.↯.27	17-4-2012	Copy of termination letter by respondent to petitioners.
±.°j.↯.28	18-6-2012	Copy of representation letter by petitioners to Labour Officer (Conciliation).
±.°j.↯.29	—	Copy of proceedings in No. 1652 to 1656/LOC/AIL/2012.
±.°j.↯.30	—	Copy of proceedings in I.D. No. 1367/2012.
±.°j.↯.31	23-6-2012	Copy of notice by respondent to striking workers.
±.°j.↯.32	28-6-2012	Copy of representation by 30 striking workers to the Labour Officer (Conciliation).
±.°j.↯.33	—	Copy of proceedings in No. 1817LO(C)/AIL/2012.

Đ. ŠÁ, Ý¾, Š,
¾ Ä Á ¾; Ĩ Ő « ÖÄ÷,
¾; Ę Ċ ÷ ; ¾ Ę ÝÈŐ, ŐĐÎ Š°; Ċ

(G.O. Rt. No. 162/Lab./AIL/J/2013, dated 6th November 2013)

Whereas, the award in I.D. Nos. 93, 94, 95, 96, 97, 98 and 99/2013, dated 27-6-2013 of the Labour Court, Puducherry in respect of the industrial dispute between the management of M/s. Sisco Latex Limited, Puducherry and 1. V. Sathivani, 2. D. Easwari, 3. K. Manjula, 4. D. Sarasu, 5. S. Santhi, 6. Navaneethammal and 7. B. Santhi over non-employment has been received;

Now, therefore, in exercise of the powers conferred by sub-section (1) of section 17 of the Industrial Disputes Act, 1947 (Central Act XIV of 1947) read with the notification issued in Labour Department's G.O. Ms. No. 20/91/Lab./L, dated 23-5-1991, it is hereby directed by Secretary to Government (Labour) that the said award shall be published in the official gazette. Puducherry.

(By order)

S. THAMMU GANAPATHY,
Under Secretary to Government (Labour).

3. $p_{\frac{3}{4}}E_{j\emptyset}$, $A_{\frac{1}{2}} \times \tilde{O} A_{\frac{3}{4}} \tilde{O} A_{\frac{1}{2}} \cdot \frac{1}{4} \tilde{O}_{\frac{3}{4}} A \tilde{O}_{\frac{3}{4}} \tilde{A} \div \tilde{O}$
 $\tilde{Y} \tilde{U} \S \div \tilde{O} \tilde{D} \cdot \tilde{O} \tilde{A} \tilde{C} \cdot \tilde{A} \div \times \tilde{A} \tilde{U} \tilde{U} \tilde{O} \tilde{A} \frac{1}{2} \tilde{C} \cdot \tilde{A} \tilde{O}_{\frac{3}{4}} \cdot \tilde{E} \cdot \tilde{U}$
 $\tilde{O} \tilde{A} \tilde{O}_{\frac{3}{4}} \tilde{A}_{\frac{1}{2}} \tilde{E}$ (service conditions) $\S_{\frac{1}{2}} \tilde{i} \tilde{d} \cdot \cdot \cdot \tilde{C}$
 $\pm \frac{3}{4} \tilde{C} \tilde{A} \tilde{U}_{\frac{3}{4}} \tilde{A}_{\frac{1}{2}} \tilde{C} \frac{1}{4} \tilde{O}$ 18-8-2011 « $\tilde{Y} \tilde{U} \tilde{A} \tilde{E} \tilde{I} \cdot \tilde{C} \tilde{E}_{\frac{1}{2}} \cdot \tilde{U}$.
 $\pm \frac{3}{4} \tilde{C} \tilde{A} \tilde{U}_{\frac{3}{4}} \tilde{A}_{\frac{1}{2}} \div \tilde{C} \tilde{A}_{\frac{1}{2}} \tilde{O} \mid \cdot \tilde{A} \tilde{C}_{\frac{1}{2}} \cdot \tilde{i} \tilde{T} \tilde{O} \tilde{D} \S_{\frac{1}{2}} \tilde{D}_{\frac{1}{2}} \tilde{i} \frac{3}{4} \tilde{i} \tilde{O}$,
 $\tilde{O} \tilde{D} \tilde{I} \S \cdot \tilde{i} \tilde{C} \ll \tilde{A} \tilde{O} \tilde{Y} \cdot \tilde{O} \tilde{A} \tilde{O} \ll \frac{3}{4} \tilde{C}_{\frac{1}{2}} \tilde{i} \tilde{C} \tilde{O} \tilde{Y}$ 14-9-2011, 21-11-2011
 $\tilde{A} \tilde{U} \tilde{U} \tilde{O}$ 3-12-2011 $\neg \cdot \tilde{C} \tilde{A} \S \frac{3}{4} \frac{3}{4} \tilde{C} \tilde{C} \tilde{O} \cdot \tilde{O} \tilde{A} \div \tilde{O} \tilde{A} \tilde{O} \frac{3}{4} \tilde{E} \div$.
 $\tilde{O} \tilde{A} \tilde{O} \ll \frac{3}{4} \tilde{C}_{\frac{1}{2}} \tilde{i} \tilde{C} \tilde{p} \tilde{O}_{\frac{3}{4}} \tilde{A}_{\frac{1}{2}} \tilde{I} \cdot \cdot \tilde{C} \tilde{I} \tilde{D}$. No. 2766/2011 \neg ,
 $\tilde{A} \frac{3}{4} \tilde{C} \times \mid \cdot \tilde{O} \tilde{D} \cdot \tilde{O} \tilde{A} \tilde{O} \S \tilde{A} \tilde{I} \tilde{A}_{\frac{1}{2}} \div \tilde{O} \cdot \frac{3}{4} \cdot \cdot \tilde{C} \cdot \frac{1}{4} \tilde{O} \frac{3}{4} \tilde{C} \tilde{E}_{\frac{1}{2}} \div$.

15. ŠAÖÖ, ÅÖ .. ÖA¼ÅÇÝ °Ö .. Å
(attendance benefits) ÅĖĖ, ŠAÑĖ Ö ÁUÜÖ, ÞÜÅ×
Ė:Ė .. Å .. ÇÖÖ ¼Ė Ė, ¼ÅĖ Å ÖĖĖ Š:Ė « ÅÇÝ

±N ½Ö |, jNÎ, ¾Y 2Ü, pAAj¾ S, jid .. U
 AÜÜÖ ¾ÄEjÉ ¾ ÅØ ÇY «ÉÖA ¾ÄÖ
 pÓ¾ÄYÉÖ ¾ jÉÖÜÇÉ. A½ÖA;Ç÷ .. Ç
 «É A Ü SÄjA×Ö Ö j .. Çl 10 A½Ç
 S;ÄÖ¾Ül Ö SÄj, °jÄjÉ °ÖAÇÖ |ÄjAØ A½Ç
 |°ÖA¾j, ×Ö ÜÜÄD AÜl, ÖAT, ÇD. « .. ÉÖD
 A½ÖA;Ç÷ ÜÖ °jAAj, SÄ j¾ÖÖAT, Çj÷, Ü.
 Ö j .. Çl 8 A½Ç S;ÄÖ¾Ül SÄØ A½ÖA;Ç÷, Ü
 SÄ A |°ÖA «ÜA¾d, ÖAT A¾Ö .. A18-8-2011
 «YÜ °Ä S, jid .. Ç ÖY .. ÄÖ¾¾j, ×Ö,
 «l S, jid .. Ü 2Ü, ÖA¾ÄÖ .. A ±YÜÖ «¾Éj
 °ÄÖ «ÖÄj¾Ö «ÇÖ¾¾j, ×Ö ÜÜÄD
 AÜl, ÖAT, ÇD. 19-9-2011 «YÜ ÄT SÄ, p¾l
 S, jid .. Ü AÜEÄ ¾ ÅØ °ÄÖ «ÖÄj: ÄÖ
 |¾jÄÄÖ¾D. 9-9-2011 «YÜ pÖ¾ÄÖÄÉ, Üll
 p .. ¾SÄ SÄT |Äj:Ö ¾ j .. ¾jAÜE SÄjD °ÖAÇÖ
 AÜ A;PÄ .. É |°ÖÄD AÜEÄ ÄÉd, ÖAT Ö ±E
 ÜEÖÄD¾D. -ÉjØ, |¾jÄjA;Ç÷, Ü SÄ A
 jÜÖ¾Ö¾Ö ®T ÄT -¾SÉ ¾l ÇD S, jid .. Ü
 jÇÉSÄÜEÖA¾ SÄNÎ Ö ±YÉÉ. °ÄÖ «ÖÄj:
 ÖYÉ, ÄÄ Ö .. É SÄT |Äj:Ö ¾ j¾Ö¾D. °ÖAÇÖ
 AÜ -Ö× |°ÖA ¾ 2ÜÜl |, jN ¾ |¾jÄjA;Ç÷, Ü,
 A½Çl ÄÖÖ °Ä A½ÖA;Ç÷ .. ÇÖ ¾l ÖD,
 « .. A¾ÄÖÄj YÜjÇ A 2ÜÄT Ö¾É. «¾ÉjØ,
 jÄØ D .. Èl Ö j÷ |¾jÄd, ÖÄD¾D |¾jÄÜ
 ¾ jÄjÜ °D¾Ö 1762/11 AÜÜÖ 2766/11 -¾Ä
 ¾ jÄjÜ, Ü |¾jÄÖÄD¾É.

18. |¾jÄÜÖl Ö -ÄÖAÖD Ä¾Ç |°ÖA ¾
 jÇÄj, Ö ±ÖSÄjDÖ ¾l ÄÖ .. Ä. |¾jÄÜÖl Ö .. ¾
 .. Äl, SÄNÎ Ö ±YÜÖ «ÉÖ ±Ö¾
 ±N ½ÖÖ pYÉÇ AÜ¾j:Ü A½Ç j .. Ö
 |°ÖAÖAT Äj:Ü ±YÜÖ |¾jÄjA;Ç÷, Ü ÄE
 Äj, ÖAT Äj:Ü ±YÉ ÜÜÜ AÜl, ÖAT, ÇD.
 -Äj:Ül Ö -Ä, A½Çl .. ÇÖ ¾j:Ü |°ÖA¾jØ
 ÄjD jÖÖ ÄDÉ « .. ÄÖD |¾jÄjA;Ç÷ Üll
 ÄÄÜÖÖÖ «ÉÇÖ Ö D¾ÖÖAT ÄÖ, ÇD.
 ÄjNÉT S°jÇÄÇ, Ü AÜÜÖ |¾jÄÜÖl .. Ä °D¾Ö
 (Puducherry Rules and Factories Act, 1964)-Y ÄÈl
 ÄÖ ÖÖ AÜÜÖ °ÖAÇÖ «Çd, ÖAT ÇYÉÉ. p±S
 ÄEÖ¾l ÜÖ Ö .. Äj, |°ÖÖÖÖAT ÄÖ, ÇD.
 «Ö |¾j .. Ü AÜEÄ |¾jÄjA;Ç÷, Ü |, jT Ö¾
 Ö jÇY SÄjØ 27-3-2012 «YÜ -Ö×ll ÄÖ¾
 p±S -ÖÄj:Ç Äj:Ä ½ |°ÖD « .. ÉÖDÖ
 ¾ÖÖ¾Ç Äj, -ÜÇD ±YÜ °jYÜ «ÇÖDÜÇj÷.
 °ÖAÇ ÄT Äj¾j °D¾ÖÄÉ |°ÖÖA 2012-11 jÄ
 °ÖAÇÖ «Ö¾Ö ¾EÖA;AÖ¾Y -Ö¾A×ll ÖYÉSÄ
 «Çd, ÖÄD¾D. |¾jÄÜÖl .. Ä -ÖÄj:Ç ÄÖD
 -Ö× |°Ö¾ ÄÉS, ÄÖÄÄj:Ç 2012-11 jÄ Äj¾
 °ÖAÇÖ ¾ «ÇÖ¾¾j, ÜÜÄD AÜl, ÖAT, ÇD.
 °ÖAÇÖ Äj, AÜÖ¾ 9 A½ÖA;Ç÷, Ü ¾Äd
 AÜEÄ, Üll °ÖAÇÖ ¾ÄÖAT ÄD¾D. pÜÄÈl
 AÜ¾j:Ü, ÇjÉ 7 A½ÖA;Ç÷, Ü ÖT, ÉÖ¾Ö
 ®T ÄD¾¾jØ 5-3-2012 ¾Ü jÄ, A½Ç j .. Ö
 |°ÖAÖAT «Äj:Ü ÄD Ö¾Ö ¾, ÄØ «Éd ..
 (FIR) Ä¾Ç |°ÖAÖÄD¾D.

19. |¾jÄÜÖl Ö ¾ .. ÄÄj:ÇY DÑT ¾Öl
 -Çj, Ç °ÖAÇÖ ¾ Äj, AÜÖ¾Äj:Ü, |ÄD
 SÄ .. ÄÄÖ ®T ÄD¾¾jØ |¾jÄÜÖl .. Ä -ÜAÖ¾Ç
 l .. ÉÖ¾D. |¾jÄÜÖl .. Ä -ÖÄj:ÇY ¾ .. ÄÄD¾jØ
 ÄT SÄ 12-3-2012-Ö Äj, jN ¾j:Ü, Ü30-3-2012,
 19-3-2012 -¾Ä S¾¾Ç ÇÖ «ÜÖAÖÄD¾ jÄ½Ö
 S, jÖÖ «ÉÄÖÖ Üll ¾l ÄÇl Ö |¾jÄÜÖl .. Ä
 -ÖÄj:ÇÖll «ÜÖAÖAT ÄD¾¾jØ, SÄØ
 j¾ÄÈl .. ±Tl, ÖA¾ÄÖ .. Ä. pÜÄÈl, Äl .. Ç
 AÜ¾j:Ü, Ü A .. ÉÖDÄD¾j:Ü, Ü A½ÖA¾Ö¾Ö ¾Èl
 ÄÉ «ÖÖÖ -ÜÇ¾j, ¾ÖA¾Ç Äl Ö¾Äj:Ü¾ÄÇ
 |°jYÉ¾jØ ÄT SÄ «Äj:ÇY jÄY Ö¾Ç
 |°Y .. É |¾jÄÜÖl .. Äl Äj:ÜEÖÄD¾j:Ü. «¾ÉjØ
 «Äj:ÇY Äj:Ü¾Ö -Ö¾A× |¾jÄjA;Ç÷ °D¾Ö¾Ül
 ÄSÄj¾ÄjÉ¾D. «ÄÖ .. ÄÄj:Ü, jÖÖl ÄD¾¾jØ
 ±D×Ö pÖ .. Ä. jÇÄj:Ü¾Ül j .. D¾ jÄj:
 2ÜÄT ÖDÖ S;Ül, ÖD¾YÜ¾j:Ü, Ü pÜÄÈl ..
 ÖY .. Äl ÇYÉÉ. jÄjA¾Ç S, jÄ¾Ç AÜÜÖl, Ö¾Ç
 -¾Ä ÄÄ .. ÄÖÖ A½Ç j .. Ö |°Ö¾¾Ö ±Ö¾Ä¾
 ÄÄl .. ÉÖÖ pÖ .. Ä. «ÄÜEÖ. No. 18,19 AÜÜÖ
 20/2012 ±É ÄÈl l Ö |¾j¾j:ÖD pÓ¾ÄYÉÖ¾Ö
 jÖ .. ÄÄÖ -ÜÇD.

20. ¾Äl, DÎ ÖÄjD SÄj:Ç ¾ÖA¾Ç -N ¾jÜ
 ±YÄÄ .. Ä jÇÄj, Ö ÄNÉ pÜÄÈl ÇY
 AÜ¾j:Ü, ÇjÉ 7 |¾jÄjA;Ç÷, Ü ÄD jÄj:Ü, j:
 |, jTl, ÖÄD¾D ±YÜ ÜÜÖ ÜÜÜ
 AÜl, ÖAT, ÇD. «Ö¾ |¾jÄjA;Ç÷, Ü ÄD µÖll
 j¾ÄÈl .. ±Tl, ÖÄT, «Äj:Ü Äj:Ä ½l
 -fÄj, jÄØ SÄjÉ¾jØ -Ö¾ .. ÄÖÄD -Ö¾A×
 ÄEÖÄd, ÖÄD¾D 2-3-2002 Ö¾Ö |¾jÄjA;Ç÷, ÇÖ
 Ö Äj:ÇÄÉ SÄNÎ jAYSE jÄD SÄ .. Ä
 ®T ÄD¾É. p¾ÉjØ -ÜAÖ¾Ç jÄÖl, Ö
 Äj¾d, ÖÄT ÜÇD. AÜ¾j:Ü, Ü -ÜÇD¾
 |¾jÄjA;Ç÷, Ü, SÄ .. Ä jÜÖ¾Ö¾Ö ®T Ä¾¾
 |¾jÄjA;Ç÷, ÇÖÖ AÜE A½ÖA;Ç÷, ÇÖÖ jÜÖ
 ¾ÄÄjÉ Äj:Ü ¾, ÇjØ, |¾jÄÜÖl .. Äl ÜÜÖ
 AÜÜÖ jÄÇSÄÖÖ SÄÖÖ AÜÜÖ ÄDÉÖÖ
 |¾jÄjA;Ç÷, Üll Ö -ÖÄj:Ç A 2ÜÄT Ö¾Éj:Ü, Ü.

21. ¾Äl, DÎ ÖÄjT -ÖÄj:Ç ¾ÖA¾Ç -N ¾jÜ
 «Äj:Çl jÜÖ¾ÄÄjÉ Äj:Ü ¾, ÇjØ ¾DÉÖÖ
 SÄÖÖ AÜE «¾Ç jÇ SÇjT S°jD SÄ°Ç ¾DÉÖÖ
 «Ä .. Ä ÄÄÜÖ¾ÖÖ SÄÖÖ, jÄØ D .. Èl Ö j:
 |, jTl, Ö¾j:Ü ÄÄj:Ü j¾l l Ö ±YÜÖ AÜ¾j:Ü, Ü
 ÜEÉj:Ü, Ü. « .. Ä¾Ç jÇ Äl .. ÉÖ¾¾jØ -ÜAÖ¾Ç
 Äj¾d, ÖÄD¾D. ¾ÉD -Äj:Ü Äj:ÜÖ -ÜÇ¾j,
 ÄD¾DÖÄD¾¾jØ, SÄT ÖÄj:ÇÄÖ jÄØ D .. Èl
 ¾ÖA¾Ç -N ¾jÜ «Äj:Ü Ö j:
 jÇÄÄ SÄj:Äj:Ä ¾Tl, ×Ö AÜÜÖ SÄ .. Ä
 jÜÖ¾Ö¾Ö ®T Ä¾¾ |¾jÄjA;Ç÷, Üll ÄjD jÖÖ
 ¾ÖÖ S;Ül, Ü, AÜ¾j:Ü, Ç12-5-2012 «YÜ
 ¾Ü jÄ, A½Ç j .. Ö |°ÖAÖAT «Äj:Ü ÄD
 Ö .. ÉÄÖÄD¾l ÜEÄ jDÎ l ÉÖA; ½ ÄÈl, ÖÄD¾D.
 «ll ÜEjT °jDÎ, Üll AÜ¾j:Ü, Ü ÄÇl, Ö
 |, jTl, ÖDÜÇj÷.

26. À½ ÆiÇ÷ Õ | ÅÐ ŠÄ · ÅÄÖ ® Î ÅÐ¼¼ Æ
 ° ÕÄÇ Ò ÞÉÇ ÄÇ Æ¼¼ Õ¼¼ Æ¼¼ « ÊÖÄ · ¼ ÅÄÖ pro rata
 basis) « ÇÄ ÕÄ Î Õ ± ÝÜ | ÇÄ¼ Õ ÜÉÇ « Î¼ ÊÖ
 « ÇÄ ÕÝ ÄÖ¼ ŠÄiÐ, |¼¼ ÆÄiÇ÷ Õ ° ÕÄÇ Ò
 | ÄÊ ÄÜÖ¼¼ Æ Ä¼Ç× ¼ÄiÄÇÝ ÄÄÖ ÷i · Ä
 « ÜÖÄÖÄÞ¼Ð. ° ÕÄÇ Ò - Ä÷× ÄÜÜÖ ° ÕÄÇ Ò
 ÄiÖ× ÄÜÉÇ 16-4-2012 « ÝÜ Æ¼Ö¼
 ŠÄ Î Äi÷¼ · ¼ ÅÄÖ ÇÄi Õ |¼¼ ÝÉ ° Ä
 ÕÖÐ · Ç ÄÄ |¼¼ ÆÄiÇ÷ Õ ÷ÜÜ | ÷ Î¼É÷.
 ¼Ä · ¼ ÖÖ | Ü ÇÄ ÷ ÄÖ¼ÇÜ | ÄÐ Î ŠÄ
 ÞÖÖ¼ ÖÖ | ° ÐÊÖ | ÄÑÐ | ° Ö¼ ÖÖ |¼¼ ÄÜÖ¼
 ÄÄ¼Ç ÇÄÇÜ | Ä½ Ö | Î Ð Ð ° ÐÊÖ | ÄÑÐ
 | ° ÖÄÖ ŠÄiÄ¼i, ÇÄi Õ ÄÐÊÄ¼i, ŠÄi ÄÜÜÖ
 Ö¼ÇÄ |¼¼ ÆÄiÇ÷ · Ç Š÷ÖÐ | ÷ ÜÇÖ
 ŠÄiÄ¼i, ŠÄi Ö¼¼ ÇÜ ÞÖ · Ä. | ° ÐÊÖ | ÄÑÐ
 |¼¼ · Î ÄÖÖÄÖ - ÜÇÄ÷ Ü ÄÄiÖ ± É
 « ÊÄÖÖ ÄÄ · ÄÖ ÑÎ ÜÇÐ. ° Ä÷ ÷ÜÜ
 | ÷ ÜÇi¼¼ Æ ð¼Ö¼ÇÜ Ö ðÊÖÄiÉ | ° ÄÖ ÇÖ
 ® Î ÄÐ Î - ÜÄÖ¼Ç | Ä Î Õ ÷ ÜÄ Î Ö¼ÇÐ¼Ý ¼Ä · Ü
 Š¼iÇ · · Ü | ÇÄi Õ Ä½ Î, ŠÄÑÎ Ö
 ± ÝÜÖ « ÖÖ¼Ö | Î Ö¼É÷. 9-5-2012 « ÝÜ
 Æ¼Ö¼ Ö ÜÐ¼Ö¼Ç ÇÄi ÞÄ | ÇÄ ÄÇÄÝ
 ± ÝÉ |¼¼ ÆÄiÇ÷ ¼ÜÇ ÖÄÜÖÐ ¼i |¼¼ Æ
 Æ¼Ö¼É÷. 12-5-2012 « ÝÜ ÷ Ä 9.30 Ä½Ç
 Ö¼Ö Äi · Ä 6 Ä½Ç Ä · Ä ÷ ÉÖ ŠÄÉf · ÄÖÖ,
 ŠÄÄiÑ · Ä ŠÄÄiÇ÷ ÄÜÜÖ - ÜÄÖ¼Ç
 ŠÄÄiÇ · ÄÖÖ, ŠÄÄiÇiÇ « · ÊÄÖ ð¼Ö¼ÇÜ Ö
 ÖÊÖÄi, « · ¼ÖÐ · ÄÖ¼É÷.

27. « ¼YÄEĬ, ÄÄ SÄT Ĭ Äj÷ð ¼ ¼Ö¼¼Ø
«Ä÷ ¼ Ç ÄBT Ĭ Ĭ Ĭ ðÖÄ «ÜÄ¼Ø¼É÷. jÄØ
ð ¼ Ĭ Ĭ ð. j÷ ¼Ö¼¼Ø. T Ö ÄÇ Ç× ¼ Ç ÖÖ¼¼Ø
SziĬ Ö ±YÜ SÄÄjÇ÷ ¼ Ç ÄÄEÉ÷. «T Ö¼
ziÜ, «Ö¼ SÄÄjÇ÷ Ü Ä½Ĭ Ĭ ÄÄ ÄÜÖ¼j÷.
12-5-2012 «YÜ ¼ÄĬ ðT ÖÄjðT SÄÄjÇ÷ Ä
«ÄÄð «¼ ÄÄØ ¼ Äð ÄÄEÄ¼jØ ÄÜziÜ
«ÄÖÖ Ä½Ĭ Ĭ ÄÄÄØ ¼ Ä.S. ¼Äj, ÄÜÇ
ÄÉfj, pÄĬ Äj ñ SÄj÷ ÄÜE "SÄ ¼ ÄÜÖ¼¼Ø
ÖT Ä¼¼ ¼ ÄjÄÄjÇ÷ ¼ Ç" ÄNÄÄ¼jØ Ä½Ç
¼ Ö¼ p¼Ö¼¼Ø «¼ ÄÄØÄj¼ YÜÇ ¼ Ä
-ÖÄj Äð. pÖ¼ Ĭ ÄN ¼ ÄjÄÄjÇÇ Ü -ÜÄÖ¼Ç
SÄÄjÇ÷ ÄĬ ÄN¼Ø ¼ Öð ¼ ÄÄØ -ð. jÄ
¼ jYÉj÷ Ü. SÄÖÖ, «Ä ¼ Ä ¼Ä Ĭ ÇÖð
¼ jÖÄÄjÖ ±É Ĭ ÄN ¼ ÄjÄÄjÇÇ Ü ÜEÉ÷ 14-5-2012
ÄÇ ÄÜÇÇ ÄÜÜÖ 3. pÄĬ Äj ñ SÄj÷ Ä½Ç
¼ ÖÖÖ Ä½ÄjÇ÷ ¼ Ç, «ÄÄÉj. SÄÖÖ
«Ä÷ ÇÇY ¼ ÄØ pÖÖð Ä½ÄØ
ÄÄYÄT Ö¼ÖÄT Ö ñ Ö¼ Ĭ ÇÖ ÄÄ Ĭ ÖÖ ÄÜÜÖ
ÄÇY¼ÄÖ ¼ ÄNÉÖðÖ Ä½Ç ¼ ÖÄ ÄÄjÄØ
¼T Ö¼É÷. Ĭ ÉÖ¼ jÄÖ¼ÜS. ¼Ä ¼ ÖÖ
pÖÖ¼¼jØ, Ä½ÄjÇ÷ ¼ Ç ÄÄÄ¼ÄØ Ä. Ö¼Ä
¼ ÄjÄÄjÇ÷ ¼ Ç ÄÄÄ Ĭ Ö SziĬ Öð¼Y
¼ ÉÖ Ĭ ÄNð ±YÉ «ÉÖÄ ¼ ÄÇ
¼ ÄjÄÜ¼ Ö¼ÉÖ Ĭ Ä½Ö Ĭ jT Ĭ ÄØ ¼ Ä.
«¼ ÄÄØÄj¼ YÜÇ ÄÄÖÖ¼¼jØ -Üð ¼
ÄjÄ ¼ jÄ ÄÄØ Ä. -ÉjØ, ¼ Ö¼ÄjÉ
¼ ÉÖ Ĭ ÄNð ¼ j. Ä ÄSÄj Ä ÄÄÖ
«ÜÖÄÖÄ¼ð.

28. ¼Ä ¼ÖÖ Ĭ ÄEĬ 25-6-2012Ø ÄNĬT Ö
¼ ÄjÄÜ¼ Ä ¼ÄĬ ÖÄð¼ð. -ÉjÖÖ, ĬÄð
SÄ Ä ±YÉ SÄ Ä jÜÖ¼Ö ¼ j¼÷Ö¼ð.
ÄÇ ÄjT ÖjÄ ÖÄÇÖ ÄBT Ö ¼ÄĬ ÜT Ö ±YÜ
¼ Äj. Ö ÜEÄ¼jØ, ÖÄ ¼ ÄjÄÄjÇÇ Ü ÖÄÇÖ
ÄjT. ÄÜÖ¼¼jØ, jS¼ Ä ÄÄÇÖ ¼ ÄjØ ÄÄÖ
ÖÄÇÖ «ÜÖÄÖÄ¼ð. ÄÜ¼Ä÷ Ü Öð¼¼Ü Ĭ
ÖEÖÄjÉ ¼ ÄEĬ ¼ ÇÖ ÖT Äð¼¼jØ, «¼ ÄjÉ
YÜÇ Ä zÜÄT Ö¼ SÄNÉÖÜÇð. «¼ ÄjØ
ÄBT SÄ -Ö¼ÄÄjÖ SjÄÖÄð¼S¼ ¼ ÄÄ Ä½Ç
ÄÜ Ĭ ÄÄØ Ä. ÄÄj. Ö ±Ö¼ÄÄjÉ Öð¼¼Ü
ÖEÖÄjÉ ¼ ÄEĬ ¼ ÇÖ ÖT ÄÄÄØ Ä.
pÖÄÜÄÜ Ĭ ÄÄ jÄ½Ö ±ð×Ö pÖ Ä, pÖÄÜ
¼ÜÄÉ ¼ ÖÄÖÄ¼ SÄNĬT Ö.

29. pÖÄÜÄØ ¼E× Ĭ Ĭ ±ÖÖ ±ÖÄÉjĬ Ü :

ÄÜ¼Ä÷ ¼ÄÖÄØ, ÄÜ¼Ä÷ Ö¼ÄÄj½Ç
±YÄÄ÷ Ä.ºj.1-¼. ¼j.¼.±N 93/2012-Ø
ÄjĬ ÖÄBT, Ä.ºj.-1 Ö¼Ø 84
-Ä½Ĭ Çj. Ĭ ÄÄ Ĭ ÖÄÖÄ¼ð. ÄÜ¼Ä÷
ÖSÄjÇ±YÄÄ÷ Ä.ºj.1-¼. ¼j.¼.±N 94/2012-Ø
ÄjĬ ÖÄð¼j÷. ÄÜ¼Ä÷ ÄT Ĭ Çj ±YÄÄ÷
Ä.ºj.1-¼. ¼j.¼.±N 95/2012-Ø ÄjĬ ÖÄð¼j÷
ÄÜ¼Ä÷ T. ÖÄ ±YÄÄ÷ Ä.ºj.1-¼.
¼j.¼.±N 96/2012-Ø ÄjĬ ÖÄð¼j÷ ÄÜ¼Ä÷
S.ºj.Ö¼Ç±YÄÄ÷ Ä.ºj.1-¼. ¼j.¼.±N 97/2012-Ø
ÄjĬ ÖÄð¼j÷ ÄÜ¼Ä÷ V. ÄÄÖÄjÜ

±YÄÄ÷ Ä.ºj.1-¼. ¼j.¼.±N 98/2012-Ø
ÄjĬ ÖÄð¼j÷. ÄÜ¼Ä÷ B.ºj.Ö¼Ç±YÄÄ÷
Ä.ºj.1-¼. ¼j.¼.±N 99/2012-Ø ÄjĬ ÖÄð¼j÷
pÖ¼7 ÄÜ¼Ä÷ ÇÇY ÜÜÜÖ SÄ Ĭ ¼Ç ¼ Ç
Ĭ ÄÄ ÇYÉÉ. -¼ÄjØ, pÖ¼ ÄÜ Ĭ ÇÖÖ
Üð¼j. ÄjÄ ¼ Ĭ ÖÄÖÄ¼ð, ÄÜÜÖ
¼j.¼.±N 93, 94, 95, 96, 97, 98 ÄÜÜÖ99/
2012-Ø E. Ĭ Ö¼ÄÄ÷Ö¼Ç±YÄÄ÷, Ä.ºj.2-¼.
ÄjĬ ÖÄð¼j÷.

¼ÄÄÜ¼Ä÷ ¼ÄÖÄØ, ¼j.¼.±N 93, 94, 95,
96, 97, 98 ÄÜÜÖ99/2012-Ø ±ÄÄÜ¼Ä÷
¼Äj. Ö¼ÇY, P.ºj.¼SÄØ ±YÄÄ÷ ±Ä.ºj.1-¼.
ÄjĬ ÖÄBT, ±.ºj.-1 Ö¼Ø 48 -Ä½Ĭ Çj.
Ĭ ÄÄ Ĭ ÖÄÖÄBT ÜÇðM. ÄjÄfÇ±YÄÄ÷
±Ä.ºj.2-¼. ÄjĬ ÖÄBT, ±.ºj.-49 Ö¼Ø
53 -Ä½Ĭ Çj. Ĭ ÄÄ Ĭ ÖÄÖÄBT ÜÇð
S. Ö¼¼½Y±YÄÄ÷ ±Ä.ºj.3-¼. ×Ö, L. Ĭ YÄj
±YÄÄ÷ ±Ä.ºj.4-¼. ×Ö, P. -N¼jÜ ±YÄÄ÷
±Ä.ºj.5-¼. ×Ö ÄjĬ ÖÄð¼j÷ Ü.

pÖ¼ zÖ ÄÜ Ĭ ÇÖÖ Üð¼j. ÄjÄ ¼ Ĭ
¼ ÖÄSÄNÉ 13-3-2013 «YÜ pÖ¼ÄÖ
ÄEĬ ¼ Ä»÷ ÇÇY ÖÖÄ¼¼ÇY SÄjØ ¼ Ĭ jØ
¼ ÖÄÖÄ¼ ÜBT Ĭ Ĭ EÖÄj ¼ Ä ¼ ÄÇ×
¼ ÖÄÖÄBT Ĭ ÄðÖ ¼ ÄÖ ÄÄ Ĭ ÖÄT Äð.

±ÖÄÉjĬ Ü :

(1) pÖÄÜ zÜ Ö¼ Ĭ ð ¼jÉj

(2) ±ÖÄjÄjÄÖ ÄÜ¼Ä÷ Ü Ĭ Ç¼ Ĭ Ö

30. ±ÖÄÉjĬ Ü ÄÜÜÖ :

¼ÄÄÜ¼Ä÷ ¼jÄÜ¼ ÄÄØ Ä½ÖjÖð
ÄÖÖ ¼ ÄjÄÄjÇÇ Ü, ¼Ä Ü Ĭ Ä½Ö¼j¼T ÖÇ
ÄÜÜÖ ÖÖ ÄÇYÖÄÇÖð¼Y p¼Ä
ÖÖ Ü¼Y Ä½ÄÇÄ SÄNĬT ÄYÜÖ
ÄÜÜÖ p¼Ä ÄjÇjÄT Ü SjĬÖÖ pÖÄÜ Ä
¼jØ ¼ ÖÖÜÇÉ÷.15 ÄÖ¼ Ĭ Çj. Ä½Ç
ÖjÖð ÄÖÖ ÄÜ¼Ä÷ Ü Ĭ ÖjÄjÉ ÖÄÇÖ
ÄÄjÄØ 10 Ä½Ç SziÄÖ¼Ü ÄEĬ Ö ÄÉÖ
Ä½ÖjÄ¼jÖÖ ¼ ÄjÄÄjÇÇ Ü Ĭ, ¼ ÄjÄjÇ÷
ÄT Öð¼ Ĭ ÇÇY ÄE «Ç ÖÄ¼ SÄNÉÄ
ÄjØ, Ĭ jÄjÄÖ, ÄÄ Ö ¼ Ü SÄjYÉ ±Ö¼
ÖÖ ÖÖ «Ç ÖÄ¼ÄØ Ä ±YÜÖ ÖÄÇ
-Ä× SjĬÇ SjĬÄ ¼ ÄÖðÖ, SjĬÄ ¼
zÜ ÖÄ¼ÄØ Ä ±YÜÖ «ð ÄÜEÇ ¼ ÄjÄjÇ÷
ð ¼ Ĭ Ö ÄÜ Ĭ jT Öð zÖ ÄÄØ
pÖÖ¼¼j×Ö ÄÜ¼Ä÷ ÇÇY ¼ÄÖÄØ
¼ ÄÄ ÖÄð¼ð. SÄÖÖ, ¼ ÄjÄjÇ÷ Ä
«ÖÄÄ÷ ÇÇÖ SjĬÄ ¼ ÄÜ Ü zÖ ÄÄØ
pÖÖ¼ SÄjS¼ ÖÄ ¼ ÄjÄjÇÇ Ü Äð
¼ ÄEĬ ¼ ±T Ĭ ÖÄð¼¼j×Ö SÄÖÖ Ä½Ç
ÄÜ Ĭ ÖÄð¼¼j×Ö ¼j.¼. Öð¼ ÖÇ3-Y
¼ ÄÄj. Ö¼ÇY ¼ ÄEĬ ¼ zÜ Ö¼ Ĭ j¼j
pÖ Ä ±YÄÜ Ĭ -¼jÄÖ -ÜÇ¼j×Ö,
ÄÜ¼Ä÷ ¼ÄÖÄØ ±T Öð ÄĬ ÖÄð¼ð.

36. $\pm \dot{A} \cdot .^{\circ} 1 \quad \frac{3}{4} \dot{E} \dot{D} \quad \dot{A} \dot{A} \dot{A} \dot{A} \frac{1}{2} \quad \dot{A} \dot{O} \frac{3}{4} \dot{A} \dot{O} \frac{3}{4} \dot{O}$
 $\dot{I} \dot{E} \dot{O} \dot{A} \dot{A} \quad \dot{A} \dot{O}, \quad \frac{3}{4} \dot{I} \quad \dot{U} \quad | \quad \frac{3}{4} \dot{A} \dot{C} \dot{U} \quad \circ \quad \dot{A} \quad \dot{A} \dot{O} \dot{D} \dot{A}$
 $- \dot{A} \quad \dot{A} \frac{1}{2} \dot{I} \quad \dot{U} \quad | \quad \frac{3}{4} \dot{I} \frac{1}{4} \div \dot{A} \dot{E} \quad \dot{A} \dot{A} \frac{3}{4} \dot{E} \quad \dot{A} \div \dot{U}$
 $\dot{A} \dot{A} \dot{Y} \dot{A} \dot{I} \dot{D} \dot{O} \dot{D} \quad \circ \quad \frac{3}{4} \dot{E} \dot{I} \quad \cdot \quad \dot{C} \quad 1997 \quad \dot{O} \frac{3}{4} \dot{O} \quad \frac{3}{4} \dot{A} \dot{I} \dot{I} \dot{D} \dot{D}$
 $\dot{A} \dot{O} \dot{A} \frac{3}{4} \dot{I} \cdot \times \dot{O}, \quad \dot{O} \quad \dot{C} \dot{I} \quad \cdot \quad \dot{C} \dot{I} \quad \dot{I} \quad | \quad \frac{3}{4} \dot{I} \frac{1}{4} \div \dot{O} \dot{D} \quad \text{shift} \cdot \dot{C} \dot{O}$
 $\frac{3}{4} \dot{A} \dot{I} \quad 8 \quad \dot{A} \frac{1}{2} \dot{C} \quad \dot{S} \dot{A} \dot{O} \quad \dot{S} \dot{A} \quad \cdot \quad \dot{A} \dot{A} \dot{O} \quad | \quad \frac{3}{4} \dot{A} \dot{C} \dot{A} \dot{C} \div \quad \dot{U} \quad \dot{A} \frac{1}{2} \dot{C}$
 $| \quad \circ \dot{D} \dot{A} \dot{O} \dot{A} \frac{3}{4} \dot{I} \cdot \times \dot{O}, 8-8-2011 \quad \ll \dot{Y} \dot{U} \quad | \quad \frac{3}{4} \dot{A} \dot{C} \dot{A} \dot{C} \div \quad \dot{U}$
 $\circ \dot{D} \frac{1}{4} \quad \dot{A} \dot{S} \dot{A} \cdot \frac{3}{4} \quad \dot{S} \dot{A} \quad \cdot \quad \dot{A} \quad \dot{C} \dot{U} \dot{O} \dot{A} \dot{O} \quad \cdot \quad \frac{3}{4} \quad \dot{p} \quad \cdot \quad \frac{1}{4} \dot{A} \dot{C} \quad \cdot \quad \frac{1}{4} \dot{S} \dot{A}$
 $| \quad \circ \frac{3}{4} \dot{I} \div \quad \dot{U} \quad \pm \dot{Y} \dot{U} \dot{O}, \quad 17-8-2011 \quad \ll \dot{Y} \dot{U}$
 $| \quad \frac{3}{4} \dot{A} \dot{C} \dot{A} \dot{C} \div \cdot \dot{C} \dot{O} \quad \dot{O} \quad \dot{A} \dot{C} \dot{A} \dot{C} \div \dot{A} \frac{1}{2} \dot{C} \quad \dot{I} \quad \dot{A} \dot{A} \dot{A} \dot{O} \quad \cdot \quad \dot{A}$
 $\pm \dot{Y} \dot{U} \dot{O} \quad 18-8-2011 \quad \ll \dot{Y} \dot{U} \quad \circ \dot{A} \dot{A} \circ \quad \ll \dot{O} \dot{A} \dot{A} \dot{I} \dot{O} \dot{O}$
 $| \quad \dot{I} \quad \dot{O} \frac{3}{4} \quad \dot{A} \dot{U} \dot{A} \dot{Y} \quad \dot{S} \dot{A} \dot{I} \dot{O} \quad \dot{C} \quad \cdot \quad \frac{1}{4} \quad \dot{A} \dot{U} \dot{E} \quad \dot{A} \dot{C} \dot{A} \quad \cdot \quad \frac{1}{2} \dot{I} \quad \dot{I}$
 $\dot{A} \dot{C} \dot{E} \dot{I} \quad 25-8-2011 \quad \dot{O} \frac{3}{4} \dot{O} \quad \dot{A} \frac{1}{2} \dot{C} \quad \dot{I} \quad \dot{A} \dot{O} \dot{A} \frac{3}{4} \dot{I} \cdot \quad \dot{O} \dot{O} \dot{I}$
 $| \quad \dot{I} \quad \dot{I} \quad \dot{N} \frac{1}{4} \dot{I} \div \quad \dot{U} \quad \pm \dot{Y} \dot{U} \dot{O}, \quad - \dot{E} \dot{I} \dot{O} \quad 12-9-2011 \quad \dot{O} \frac{3}{4} \dot{O}$
 $\circ \dot{D} \frac{1}{4} \quad \dot{A} \dot{S} \dot{A} \cdot \frac{3}{4} \quad \dot{S} \dot{A} \quad \cdot \quad \dot{A} \quad \dot{C} \dot{U} \dot{O} \dot{A} \dot{O} \frac{3}{4} \dot{O} \quad \otimes \dot{I} \quad \dot{A} \dot{D} \frac{1}{4} \dot{I} \div \quad \dot{U}$
 $\pm \dot{Y} \dot{U} \dot{O}, \quad \ll \frac{3}{4} \dot{E} \dot{I} \dot{O} \quad \dot{C} \dot{A} \dot{I} \cdot \dot{O} \quad \circ \dot{A} \dot{A} \circ \quad \ll \dot{O} \dot{A} \dot{A} \dot{Y} \dot{O} \quad 11-10-2011$
 $\dot{S} \frac{3}{4} \frac{3}{4} \dot{A} \dot{C} \dot{O} \frac{1}{4} \quad \dot{E} \frac{3}{4} \dot{O} \quad \frac{3}{4} \dot{A} \dot{O} \dot{A} \dot{D} \frac{1}{4} \dot{D} \quad \pm \dot{Y} \dot{U} \dot{O} \quad \circ \dot{O} \dot{A} \dot{C} \dot{O}$
 $\frac{3}{4} \dot{I} \quad \dot{U} \dot{I} \dot{I} \quad | \quad \circ \frac{1}{4} \dot{O} \dot{A} = 2011 \dot{I} \dot{I} \quad \frac{3}{4} \dot{A} \dot{A} \dot{O} \quad \cdot \quad \dot{A} \quad \pm \dot{E} \quad \dot{O} \quad \dot{I} \div$
 $| \quad \dot{I} \quad \dot{I} \quad \dot{O} \frac{3}{4} \dot{O} \dot{O} \frac{3}{4} \dot{I} \div \quad \dot{U} \quad \pm \dot{Y} \dot{U} \dot{O}, \quad - \dot{E} \dot{I} \dot{O} \quad 9-9-2011 \quad \dot{O} \frac{3}{4} \dot{O}$
 $11-9-2011 \quad \dot{A} \quad \cdot \quad \dot{A} \quad \dot{A} \dot{D} \dot{I} \quad \dot{S} \dot{A} \quad \ll \dot{A} \div \quad \dot{U} \quad \circ \dot{O} \dot{A} \dot{C} \dot{O} \quad | \quad \dot{A} \dot{E}$
 $- \quad \dot{I} \quad \dot{A} \dot{A} \div \quad \dot{U} \quad \pm \dot{Y} \dot{U} \dot{O} \quad \ll \frac{3}{4} \dot{Y} \quad \dot{A} \dot{C} \dot{E} \dot{I} \quad - \quad \dot{I} \quad \dot{A} \quad \dot{C} \dot{I} \dot{D} \quad \dot{U} \dot{I} \dot{I}$

Whenever, the workmen go on strike, the trade union should issue notice as per the conditions of service and in the case of public utility service, it is a must for issuing notice on strike by the unions. Section 33 of the Act provides protection to the office bearer of the trade union from being victimised by the employer, while disputes are pending adjudication or conciliation. Thus, the scheme of the Act provides a pivotal role for trade unions.

It is relevant that section 3 of the standing orders for certification, the certifying officer shall forward a copy thereof to the trade unions and to hear the trade unions in the certification proceedings. Thus, the trade union is given a right to be heard, while framing the conditions of service of the workmen. While submitting draft standing orders, section 3 of the Standing Orders Act contemplates that the draft standing orders shall be in conformity with the Model Standing Orders. Section 4 of the Act makes it clear that it is the duty of the certifying officer to adjudicate on reasonableness of the provisions of the standing orders. Hence, while certifying any standing orders, the certifying officer, taking into account the above principles, should ensure that the workman is given assistance by the office bearer of the trade union in the domestic enquiry, to which the workman is a member....

Supreme Court of India M/s. Lokmat Newspapers Pvt. Ltd., - Vs. - Shankarprasad. Date of Judgment: 19-7-1999.

.... It is not in dispute in this case that the respondent invoked the jurisdiction of the Labour Court which was competent to deal with his complaint regarding unfair labour practice, under items 1 (a), (b), (d) and (f) of Schedule IV of the Maharashtra Act. Section 7 of the Act lays down the duties of Labour Court and states as under:- It shall be the duty of the Labour Court to decide complaints relating to unfair labour practices described in item 1 of Schedule IV and to try offences punishable under this Act....

Workmen of Bata India Limited, - Vs. - The Commissioner of Labour and The ILR 2007 KAR 615.

.... Therefore, without holding an enquiry and without providing an opportunity to show cause to the unilateral deduction of *pro rata* wages from the monthly wages payable to the employees is opposed to principles of natural justice.

In the absence of terms of settlement, deduction can be made from the wages payable to an employee as specified in section 7 of the Payment of Wages Act. Firstly, the provisions of Payment of Wages Act do not apply to the workmen in question since all of them are drawing more than ₹1,600 as wages per month. Further, section 7 of The Payment of Wages Act do not specify deduction of *pro rata* wages on the ground of go-slow work. Therefore, in the absence of any provision in the settlement and also any statutory provision, it is not open for the 2nd respondent to deduct wages on *pro rata* basis on the ground of go-slow work....

41. ±¼¢:ÁÜ¾;Ä÷ ¾ÄÖÖ «ÈÃ;÷Ö¾
ÄÆl l ¨Ä»÷ Ä;¾Ä ¨ ÄÖ, ¿ÆÄ; Ö °Ð¼ÖÄÈ
¾Ä ¨ ¼ÖÖ | °ÐÜÇ¾; xÖ, ÄÜ¾;Ä÷ Ül l
Ä½¢ ÄÜl ÖÄ¼ÄÖ ¨ Ä ±YÜÖ °Ð¼ÖÄÈÄ;É
\$Ä ¨ Ä ¿ÜÖ¼Ö¼Ö ÄÜ¾;Ä÷ Ü ®Ä¼ÄÖ ¨ Ä
±YÜÖ |¾;ÆÜ°f Ö ¨ ¨ Äl ¿ÆÄ; Ö
| °ÄÖÄl ¿Ö ±YÄÖ °iÄÖÄ ±YÜÖ
« ¨ Ä¼ÄÖÄ; YÜ¿Æ ¨ Ä ¨ Ö ¾ÄÖÖ
|¾;ÆÄ;Ç÷ Ü ±ÜÄl Ö¼Ä¾;Ö Ä½¢ ¿Ä Ö
| °ÖÄÖÄ¾;Ü Ü ±YÜÖ, ¨ \$Ä ÞÖÄÜÄÖ
\$¾;Ä Ä;¿;ÄÖ ±Ü Ö¼l ¾ÖÄ ±YÜÖ Ü N¾
ÖY¾ÖÖ ¨ Ç ±l ÖÐ ¨ ÄÖ¾;÷.

Ajay Enterprises Ltd. - Vs. - The Secretary (Labour) Govt. of NCT of Delhi, The Assistant Labour Commissioner, Govt. of NCT of Delhi and Hotel Mazdoor Union (Regd), [2007(112)FLR981].

...I consider that while it is the duty of the employer to comply with all the labour laws, give necessary facilities to the employees, it is also obligatory on the employees to work in a manner that the business of the employer runs smoothly. If employees create hindrances in the business of the employer and resort to strike because one of the employees was charge sheeted for misconduct no, fault can be found with the employer in asking for an undertaking. If the employees refuse to give an undertaking of good behavior, civilized attitude and not resorting to strike on issuance of charge sheet to one of the employees, the employer can refuse to take back such employees and this cannot be termed as lock-out. Labour unions have no fundamental right to go on strike on all issues. Strike, as a tool has to be used as a last resort for justifiable cause, after exhausting all other avenues of settlement of dispute. Strike cannot be converted into a tool of blackmail or as a shield to protect the erring employees. When the appropriate government was made aware of all facts in writing by the management, it was obliged to make a reference of the dispute as inferred from version of both the parties and not on the basis of one side story...

42. |¾;ÆÜ°f Ä¾x °iYÈÜ Ä.°i. -4 ÄÄÖ
26-3-2012 «YÜ, |¾;ÆÜ°f Ö Ä¾x | °ÖÄ¾Ül
ÖYÖÖ ÄYÖÖ «ÈÖ ¨ \$¾;Ä ¨ ¨ Ç ÖY
 ¨ ÄÖ¾;Ü xÖ Þ¾ ¨ Ä;ÜÖÖl |¾;ÜÇ¾;
¿ÆÄ; Ö |¾;ÆÄ;Ç¿ÆY \$¾;Ä ¨ ¨ Ç
±Ü ÄÜÖÖ ÄÆÄ Äl l Ö ¿ÄÆl ¨ ¨ Ç
\$ÄÜ |¾;N¾;Ü xÖ ÄÜ¾;Ä÷ ¾ÄÖÖ «ÈÃ;÷Ö¾
ÄÆl l ¨Ä»÷ ±l ÖÐ ¨ ÄÖ¾;÷. 21-11-2011 \$¾;ÄÖ¾
\$¾;Ä ¨ ¨ ÄÜ Ä.°i. -5 -l Ö. Þl \$¾;Ä ¨ ¨ Ä
±Ü |¾;¿ÆÄ;Öl 5-5-2012 «YÜ Ä.°i. -6 Äl -
«xÖ \$¿iÈÈ \$¾;Äl Ö¼ÄYÉ÷ 30-5-2012
«YÜ ¨ Ä ¨ ¨ ÖÄÄ;Ö Ä.°i. -7 Ö;÷
«ÇÄ ÖÄ¾¾;Ü xÖ «¾Y \$Ä;Ö ÞÖ¾ÄÖ ¨ ÄÖÖ
« ¨ ÄÖÄ Ä;¿;Ö¾É÷ ±YÜÖ, ÞÖ¼l |¾;ÆÜ°f.

¿½ÁÈÌ ... ÇÒ |À;ÚÒÐÌ |...|ÚÇ;ÁØ
|¾;ÆÚ°Í 0¼Ø |°ÅØΔ¾ |¾;ÆÇ;Ç÷ ... Ç
p¾;Á;ÚÈÕ |°ØÐÕ ÁÚÚÕ Ð·È Á;ÚÈÕ |°ØÐÕ
ÁÚÚÕ ¾Ú |À; ½½Ç;Á;ÚÈÕ |°ØÐÕ ÁÚÚÕ ¿½
À½¿½¿½ Ò |°ØÐÕ, ¿½;Á;ÚÈÕ °Ç |¾;ÆÇ;Ç;Ú
ÁÐ ð;÷ |°ØÁ ¿½ÁÈÌ ... ±Í ðÐÕ ¿½;Á;ÚÈÕ ÁÆ
Á;Í ¿½;Ú |É -¾;ÁÕ Á.°;.-9 Ó¼Ø
Á.°;.-66 Á·Á;Ì Ò ±É×Õ, ¿½ØØ ÁÚ¾;Á;·.Ú
¾ÁØØ Ì ÈØÁØØÁÐÍ ÚÇÐ.

43. |¾;ÆÇ;Ç;Ú |...| Á;Ð;ÚØ ÁÚÚÕ
«ÈØÁ·¾ Á·Ç |°ØÐ ¾Á;ÁØØ ÁÚÚÕ
Ì ·ÈØÁÐ° ° ¾ÁØ «Ç¿ ¿ÁÑÈ |¾;ÆÚ°Í Ò
«ÇØ¾ ð;÷ ÁÚÚÕ «Ð·È «ØÁ··Ú¾Ý
¿ÚÁÍ ð¾¿ |...|Ñ¾ È¾ ¿Á;Ì ÁÁØÐÌ Ú
Á.°;.-75 Ó¼Ø Á.°;.-83 Á·Á ·ÑÍ ÚÇÐ.
¿ÁÚÁÈ -Á½Í Ú ÁÁØ |¾;ÆÇ;Ç;Ú Á¿Á;Ø
¿Á;Ì ... ¿½;Á;ÚÈÕ ·¾ØÁÈØÐ ÁÓ¾Ð |¾;Æ
ÁØÁ¾;×Õ, p¾·È ÁÚ¾;Á;·.Ú ¿ÚÁÇ
±ØØÁÇ¾Ý ÁÇ·Ç;Á; À½¿½ÁÚÌ ØÁÐ¾¾;×Õ
±Í ðÐ·ÁÌ ØÁÐ¾Ð.

44. ¾Ç;ÁÚ¾;Á;· ¾ÁØØ «ÈÇ;÷Ó¾ ÁÈÌ |·Á»÷
Á;¾¿ ··ÁØ |¾;ÆÇ;Ç;Ú ÇØ ·Ø ÁÇ;ÁÈ÷ Á½¿½
¿½ÁØØ Á½¿½ |°ØÁ;ÁØ ·Ð¾ØÚÌ Ò ðÈØÁ;
¿Á·Á ¿ÚØ¾Ø |°Ø¾¾;×Õ ¿ÁØØ, Á½¿½ |°ØÐ
|...|ÑÈØ¾ Á½¿½;Ç÷ ... Ç Á½¿½ |°ØÁ ÁÇ;ÁØ
¾Í ð¾¾;×Õ, pÐ ÁÚÈÇ·°Á «ØÁ··ÓÝÈ;Ø
¿ÁÍ Á;÷ð·¾ ÁÁ Ó·È |·¾;ÁÚÈÐ ±ÝÚØ
-È;ØØ |¾;¾÷ØÐ ·Ø ÁÇ;ÁÈ÷ ·Ð¾ØÚÌ Ò
ðÈØÁ;È |°ØÇØ ·Ø ÁÇ;ÁÈ÷ ·Ð¾ØÚÌ Ò
±Í ðÐ·ÁÌ Ò¾;÷.

45. ¾Ç;ÁÚ¾;Á;· 11-10-2011Ø °ÁÁ «ØÁ··Ì |
±Ø¾Á ±.°;.-2 È¾Ø¾Ø Ì ÈØÁØØ ¿Á;Ð
"-Í ÇÇÝ ÓÝØ ¿½Ó¾ ¿ÁÍ Á;÷ð·¾ÁØ ·ØÌ
|...|Ñ¾ ÁÈ ÁÁ;Ø 400 ¿½;Á½Ø «Ç¿ ·ØÌ
|...|ÑÍ Á½¿½ ÁØÁ¾; «Á·Ú ··ÁØØ¾Ø
ÁÇÝÈØØ Á½¿½ ÁÁÁØ·Á. ¿ÁØØ8-8-2011
Ó¼Ø ¿Á·Á ¿ÚØ¾Ø·Ø ·Ø ÁÇ;ÁÈ÷ ·Ð¾ØÚÌ Ò
Ó·ÈØØ ¿½ Ú «ÇØ¾ -ð¾Á·Á Á¾¿ ÁØ·Á
±É Ì ÈØÁØØ ÚÇÐ. °ÁÁ «ØÁ··ÓÝ24-8-2012
«ÝÚ ¿½Ó¾ |¾;¾; ±Ñ1762/2011 (±.°;.-3)
¿ÁÍ Á;÷ð·¾ÁÇ ¿Á;Ð |¾;ÆÇ;Ç;Ú ¿½;ÚÈØØ
¿ÁÇ ÓÈ× |°Ø¾¾Ý «ÈØÁ··ÁØ25-8-2011
Ó¼Ø Á½¿½ |...|ØÁ¾; ÁÚ¾;Á;· Ú
·ØÌ |...|Ñ¾¾;×Õ, pÉÇ |¾;ÆÇ;Ç;Ú ·Ð¾Ø·¾
ÁÈ;ÁØ, |¾;ÆÇ;Ç;Ú Á;Ú ¿Ø·ÁØØ pØÌ Ò
Á·Á |¾;ÆÇ;Ç;Ú ¿Á·ÁÌ Í |°ØÁ
«È×ÚØØÁÐ¾¾;×Õ °ÁÁ «ØÁ··¾ÈÐ
Ì ÈØÁØØ ±Ø¾ØÚÇ¾; Ì ÈØÁØØ ÚÇÐ.

46. ¿ÁØØ pÓ¾ |¾;ÆÇ;Ç;Ú Á;ÈØ |¾;¾÷Ø2012
Á·Á ÁÁ ¿ÁÍ Á;÷ð·¾ÁÚ ¿½·¾;ÁÚÈ¾Ø ¿Á·Á
¿ÚØ¾Ø |°ØÐ ÁÓ¾ |¾;ÆÇ;Ç;Ú ±Ø¾ÁÇ
¿½Ó··ÈØÁÇÈ 10-11-2011 Ó¼Ø Á½¿½ |
ÁØÁ¾; ·ØÌ |...|Ñ¾¾; ¿½;Á;ÚÈÕ ÚÈÇ¾;
12-12-2011 «ÝÚ °ÁÁ «ØÁ··Ì ÈØÁØØ -ÚÇÐ.

°ØÁÇ -Á·× ÁÚÈÇ ¿ÁÍ Á;÷ð·¾ÁØ ÓÝÈÈØ
pØÁ;¾;Ø -ÚÇØØØ ¿Á;Á;Ð¾Ø9-8-2011 Ó¼Ø
¿½Ø¾ |¾;ÆÇ;Ç;Ú ÓÈ× |°Ø¾¾;×Õ, ¿ÁØØ,
¿½Á2-2012 «ÝÚ ¾ÁØÁÈ÷ ·Ì |ÚÍ Ó·Á; ¿ÁÇ
¾È× |½ØÁÐ¾¾;×Õ ¾;Á;Ú ÓÈ×Ì |·ÁØ¾¾;
±.°;.-3 |¾;ÆÇ;Ç;Ú Á;Ú °ÁÁ «ØÁ··ÓÝ
ÓÈÌ ØÁÐ¾Ð.

47. ÁÍ Ó¾;Á;¾ÁÇ ±ÝÈ |¾;ÆÇ;Ç;Ú |¾;ÆÇ;Ç;Ú
¿Á «¾;¿½ |...| ±Ø¾Á ±.°;.-5 È¾Ø¾Ø
¾Ý·È pØ¾;ÆÇ;Ç;Ú ÁÁÁØØØ |ÁÇ¿ÁÚÈ
¿½;ÚÈ ØÁØ¿ÁÚ p·¾Ú Ú |°ØÁ¾;×Õ, ¾Ý
·Ø |ÁÑ½Ø ¾ØÈÁ¾;×Õ «¾È;Ø «Ó¾
ÁÇ;ÁÁÐÍÁÇ ±ÝÈ |ÁÑ¾Ú |·Á |°ØÐ
|...|ÚÇØ¿Á;Á¾; -Ñ¾Ú ±ÝÈ ¿ÁÚÁ;··Á;Ç÷
¿½;ÚÈØÚ ð;÷ |½Í ðÐØ¾;×Õ, «Ø¾Í
¿½;ÚÈØÝ ¿½ÁÈÌ ··ÁÆ Á;Í Ò
¿½ÁÈÌ ··ÁÌ Ò ±É×Õ «¾Ø Ì ÈØÁØØ ÚÇÐ.
«¾Ý ÁÈÌ ±.°;.-6 ÈØ¾Ø, ÁÍ Ó¾;Á;¾ÁÇ
«Á·ÇÇÝ ¿ÁÝ ·ØÇ |·Ý·È |¾;ÆÇ;Ç;Ú ÁÍ
«Á·p¾;Á;ÚÈØ |°ØÁØÁÐÍ ÚÇ¾; ·ÑÈØÈÈ.
p¾Ý |¾;¾÷Á; |¾;ÆÇ;Ç;Ú ·ØÇÝ ¿Á;·
2766/2011Ý ÁÈ ¿Ø·ÁØØ pØÌ Ò ¿Á;Ð
¾Ý·È Á½¿½ Á;ÚÈØ |°Ø¾Ø ·ÇØÁ ±ÝÚ
ÁÍ Ó¾;Á;¾ÁÇ ð;÷ «ÇØØÚÇ¾; |¾;Ç;ÈÐ.

48. 3-3-2012 «ÝÚ, pÓ¾7 |¾;ÆÇ;Ç;Ú Ú
¿Á·Á ¿ÚØ¾Ø·Ø ·Ø ÁÇ;ÁÈ÷ ÇÇÝ
Á¿Á;Ø ¿Á;Ì ·Ø |°ØÁÐ¾¾; Ì ÈØÁØØ ð;÷
È¾Í Ú ±.°;.-9 -Ì Ò. pÌ È¾Í ÇØ
ÁÚ¾;Á;· Ú ÁÍ ÍÇ; ·¿Á;Ç ÁÇ ·Ø¾ÁÁ;½¿½
ÁÇ ·Ø¾Ç ±S.°;·È. °ÁÍ, ÁÚÚØ Ò. ¿Á·ØÁ;Ú
-¿Á;· Ú Á½¿½ ¿½ÁØØ Á½¿½ «Ì ··È
|°Ø¾;ÁØ Á½¿½ |°ØØØ |¾;ÆÇ;Ç;Ú ·Ç;ÁÐ
¿Á·Á |°ØØØ ÁÈ ÁÑÈØØ, ÁÇÈÈØØ,
«ØÁØÌ ·ØÍ Á;÷ð·¾ÁÇ ·ØÈÈØØ
Ì ÈØÁØØ ÚÇ;Ú. -ÚÁØÇ Ì ·ÈØÐ pÈØØ
¿ÚÁÍ ðÐØ |¾;ÆÇ;Ç;Ú Á½¿½¿½ Ò |°ØÁØÁ·Á·
±É «ÈÁØØ ÁÁ·ÁØ ·Ñ¾3-3-2012 ¿¾ÁØ¾
È¾ ¿Ø ±.°;.-10 -Ì Ò. ¾ÁÌ ·ØÍ ØÁ;ÐÍ
·½ ¿Á;Ç÷ -Ñ¾Ú ±ÝÁ·3-3-2012 «ÝÚ
¿½;ÚÈØÚ «ÇØ¾ ð;÷ ÁÚÚØ «¾Ý
«ÈØÁ··ÁØ «Ç¿ ØÁÐ¾ ð;÷ ¿½
±.°;.-11 -Ì Ò.

49. ·Ø¾ÁÁ½¿½Ó¾ ¿Á·ØÁ;Ú Á·Á;È7
|¾;ÆÇ;Ç;Ú ·Ç ¾Ú;ÁÇ Á½¿½ ¿½ Ò
|°ØÁØÁØ¿Á;Á¾; ·Ð¾Ø¾ «ÈÁØÁÇ ¿½
±.°;.-13 ±É×Õ, 2-3-2012 Ó¼Ø |ÁÐ ¿Á·Á
|°ØÐ ÁØÁ¾;Ø -ÚÁØÇ Ì ·ÈØÐ ¿Á;È¾;×Õ,
pÍ |°ØØ |¾;¾÷Ø¾; ¿½ÁÈÌ ··ÁÍ ·ØÁÍ Ò ±É
±.°;.-14 ÁÁØ «ÈÁØØ ÁÁ·ÁØ 7-3-2012-Ø
·Ð¾Ø¾¾; ·ÑÈØÈÈ. -ÚÁØÇ ¿Á;Ç÷
·Ø¾½Ý ±ÝÁ·14-3-2012 «ÝÚ Á½¿½·Á·Á
¿Á;ÇØÌ «ÇØ¾ ±.°;.-17 È¾Ø¾Ø, Ó¼Ø
shiftØ |¾;ÆÇ;Ç;Ú |ÁÐ ¿Á·Á |°Ø¾¾;×Õ,
¿ÁØØ, |·Á6 Á½¿½ |¾;¾Í Ò ¿Á·Á·Á

[illegible]

[illegible]

58. ÅÜ¼;Ä÷ Ü « ¨ ÉÃÖÖ ÅÜÊ |¼;ÆÄ;ÇÇ ¨ Ç
 \$Ä ¨ Ä | ¨ ÖÄ Ä¼;Ä Ø ¾T ØÐ ÞÖÖ¼;÷. Ü ±É ×Ö
 9-5-2012 Ö¼Ø 14-5-2012 Ä ¨ Ä ¾T ØÐ ÖÖ¼;÷. Ü
 ±É ±.Ä.º;4 ¾ÉÐ º;Ð ºÄÖ¼Ø | ÈÖÄÖT ÜÇ;÷.
 ±.Ä.º;5 ÜÜÖ \$Ä;ÐÖ ÅÜ¼;Ä÷ « ¨ ÉÃÖÖ-3-2012
 Ö¼Ø | ÄÐ \$Ä ¨ ÄÄØ ®T ÄÐ¼ \$Ä;Ð
 ÞÖÄÜ¼;Ä÷ Ü ÜÐ¼; \$º÷ÖÐ | |. ÑT ÅÜÊ
 |¼;ÆÄ;ÇÇ ¨ Ç Ä½Ç | ¨ ÖÄ Ä¼;Ä Ø ¾T ØÐ
 « ¨ Ä¼;ÄÖÄ; ÝÜÇ ¨ Ä ¨ Ä ²ÜÄT Ø¼Æ;÷. Ü ±ÝÜÖ
 ÜÈÖÜÇ;÷. ±.Ä.º;1 Ö¼Ø ±.Ä.º;5 Ä ¨ ÄÄ;É
 º;Ð ºÄT ÇÝ ÜÜÜ | ¨ Ç \$Ç | | Ö \$Ä;ÐÖ
 ÞÖ¼ÄÖ º;ÝÉ;Ä½T | ¨ Ç \$Ç | | Ö \$Ä;ÐÖ
 ÅÜ¼;Ä÷ Ü | ÄÐ \$Ä ¨ ÄÄØ ®T ÄÐ¼¼;ÖÖ ÅÜÜÖ
 - Ä÷ « ¾Ç; | | Ç Ö¼Ö ÄÄÖ ÄÊÇ ¼Ö¼Ö |. Ç;÷. Ü
 ±ÝÜÖ |¼;Ä ÄÖ. ÇÐ.

59. $\pm \frac{3}{4} \text{Å} \frac{1}{2} \text{Å} \div \frac{3}{4} \text{Å} \text{Ö} \quad \text{Å} \text{E} \text{I} \text{I} \cdot \text{Å} \div$
 $\text{Å} \frac{1}{4} \text{Å} \cdot \text{Å} \text{Ö} \text{p} \text{Ö} \text{Å} \text{Ö} \frac{3}{4} \text{Å} \div \text{Ö} \quad \text{Å} \text{Ö} \text{S} \text{Å} \cdot \text{Å} \text{Å} \text{Ö}$
 $\text{Ö} \text{I} \text{Å} \text{Ö} \frac{1}{4} \text{Å} \cdot \text{Ö} \cdot \text{Ü} \text{Å} \text{Ö} \frac{3}{4} \text{Å} \text{I} \cdot \text{E} \times \text{Z} \text{Ü} \text{Å} \text{Ö} \frac{1}{2} \text{Ö} \pm \text{Y} \text{Ü} \text{Ö} \cdot \text{Ö}$
 $\text{Z} \cdot \text{Ç} \text{I} \text{I} \text{ } 38 \text{ Å} \cdot \text{Ö} \text{Å} \cdot \text{Ü} \text{Å} \text{Ö} \frac{3}{4} \text{Å} \cdot \text{Ö} \text{Å} \text{S} \text{Å} \text{N} \text{E} \text{Å}$
 $\text{I} \cdot \frac{3}{4} \text{Å} \text{Ç} \text{Å} \cdot \text{Ç} \cdot \text{Ü} \ll \frac{3}{4} \text{Ü} \text{I} \text{Ö} \text{I} \cdot \text{E} \text{Å} \cdot \text{Ü} \text{Å} \text{Ö} \frac{3}{4} \text{Å} \cdot \text{Ö} \frac{3}{4}$
 $\text{S} \text{Å} \cdot \text{Ö} \text{Z} \cdot \text{Å} \cdot \text{p} \text{Å} \text{I} \text{I} \text{Z} \cdot \text{Å} \text{Å} \text{f} \text{Å} \text{Y} \pm \text{Y} \text{E} \cdot \frac{3}{4} \text{Å} \text{Ç} \text{Å} \cdot \text{Ç}$
 $\frac{3}{4} \text{Å} \text{I} \text{I} \cdot \text{E} \text{Å} \cdot \text{Å} \cdot \text{I} \cdot \text{Ö} \cdot \frac{3}{4} \cdot \text{Ç} \cdot \text{Ö} \text{ } 30\text{-}9\text{-}2012 \ll \text{Y} \text{Ü}$
 $\text{S} \text{Å} \cdot \text{Å} \text{Ö} \cdot \text{Å} \text{Ü} \cdot \text{Å} \div \text{Ü} \text{ } 11\text{-}5\text{-}2012\text{-} \text{Ö} \text{Å} \frac{1}{2} \text{Å} \cdot \text{N} \cdot \text{Å}$
 $\text{S} \text{Å} \cdot \text{Å} \cdot \text{Ç} \cdot \text{Å} \text{Ö} \cdot \text{Å} \text{Ö} \cdot \text{Ü} \text{Å} \text{Ö} \frac{3}{4} \cdot \text{S} \text{Å} \cdot \text{Å} \cdot \text{Ç} \cdot \text{Å} \text{Ö} \cdot \text{Ö}$
 $\text{Z} \cdot \text{Ü} \text{Ö} \text{Ö} \text{Ö} \text{Å} \frac{1}{2} \text{Å} \text{I} \cdot \frac{3}{4} \text{Ç} \text{S} \text{Å} \cdot \text{Ö} \ll \cdot \frac{1}{4} \text{Ö} \text{Ö}$
 $\cdot \text{Å} \text{Ö} \frac{3}{4} \text{Ö} \text{Ö} \text{Å} \text{Ü} \cdot \text{Å} \div \text{Ç} \text{Y} \cdot \text{Ö} \text{I} \text{E} \text{I} \text{Ç} \text{I} \text{Ö} \pm \text{E}$
 $\pm \text{I} \text{Ö} \text{Ö} \cdot \text{Å} \text{Ö} \frac{3}{4} \cdot \text{p} \text{Ö} \text{Å} \text{Ü} \text{E} \text{Ç} \text{Å} \text{Ç} \text{I} \text{Ö} \cdot \text{Å} \text{E} \text{f} \cdot \text{I} \pm \text{Y} \text{E}$
 $\cdot \frac{3}{4} \text{Å} \text{Ç} \text{Å} \cdot \text{Ç} \text{I} \text{ } 22\text{-}5\text{-}2012\text{-} \text{Ö} \ll \text{Ü} \text{Ö} \text{Å} \text{Ö} \text{Å} \frac{1}{4} \cdot \text{I}$
 $\cdot \text{N} \text{E} \text{Ö} \text{I} \cdot \text{Ö} \text{E} \text{D} \cdot 5\text{-}3\text{-}2012 \text{Ö} \frac{3}{4} \text{Ö} \text{ } 23\text{-}3\text{-}2012 \rightarrow \text{Å}$
 $\text{S} \frac{3}{4} \text{Å} \cdot \text{Ç} \text{Ö} \text{ } 20 \text{ Å} \text{Ü} \text{Ü} \text{Ö} \text{ } 12 \text{ Å} \cdot \text{Ö} \text{Å} \text{I} \text{S} \text{Å} \cdot \text{Ü} \text{Å} \text{Ö} \frac{3}{4} \text{Å}$
 $\cdot \text{Ö} \text{Å} \text{Ö} \text{Å} \frac{1}{4} \cdot \text{N} \text{E} \text{Ö} \text{I} \cdot \text{Ö} \text{E} \text{D} \pm \text{Y} \text{Ü} \text{Ö} \cdot \text{Å} \text{Ö}$

ŞĂ• ÄÄÖ ®! ÄÐ¼¼Ý Ä• ÇÄ¡. «Í¹ÉÖ!-3-2012
 Ó¼Ø ®! ÄÐ¼ |¼;ÆÄ¡ÇÇ. Ü |°Ö¼ - ÜÄÖ¼Ç Ä¡Ð
 ±Ñ ½¼đ • ÄÖ! • ÉÖÐ ŞÄ¡É Ä,, ÄÖ ¬Ä½¼ ÇÇ
 ÄÄÖ |¼;ÇÄÄÖÄ¼¡. ×Ö, ÄÆÄ¡Í. Ç¼¡. ÜÜÜ
 ²Ü, Ö¼! |¼;¼ØÄ ±ÝÜÖ ±Í ÖÐ• ÄÖ¼¡÷.

[illegible][illegible]

62. pOÅUQjÄ÷. Ü ¼Y''ÉÖÖ ÅÜÈ ¾Ü. Ü
 ¿ÆÄj. «ÖÄÄ. «¾t.ii¿. ÇÖÖ ¾Äl l. ÈÄj.
 ŠÀÖÖÖ, ¾j l. ÖÄD¾¾j. xÖ ±.Ä.ºj. ºjÐÖÇÄÖ
 ÜÈÖÜÇj÷. «ÄjY'ºjÐÖÇÄÖ ¾. ÖD ±.Ä.ºj. l
 Ó¾Ø ±.Ä.ºj. 4. ¬. ŠÄjÖÖ ÜÈÖÜÇÉ÷.
 ÄÜ¾jÄ÷. Ül l. «Çd. ÖÄD¾. l ÜÈjºjÐÎ
 ÄÖ¾t¿. Ü ±.ºj. ¬15. ¬. NÈÖl. ÇÐ.
 pl l ÜÈjºjÐÎ ÄÖ¾t¿. ÄÖ ¾jÆÜºj. ÄÄÖ
 Ä½ÇÖjÖÖ «¾t.ii¿. Ç «ÄÈj. ŠÀÖ¾j. xÖ,
 ÄÄÈÄÄ¾j. xÖ, Ä½ÇÖ¾ÖÖÖ ŠÄ. Ä. ÖÖjÄÖÖ
 ŠÄÖÖ Ä½Ç. Ö¾ Ä½ÇÄjÇ÷. Ç. ÄD ŠÄ. Ä
 ÖÖÄT. ºjÖÄÄÄÈÄ¾j. xÖ-3-2012 Ó¾Ø. ÄD
 ŠÄ. ÄÄÖ ®T ÄDÎ. ÜÄÖ¾Ö% ÄDÎ ŠÄ «ÇÖD
 ¾ÄÄÜÈ. ÜÄÖ¾Ç. Ä «ÇÖD. ÄÖÄ¾j. xÖ
 NÎ ÜÇÐ. pÖ¾l l ÜÈjºjÐÎ. Ü. Ö¾
 ÄÜ¾jÄ÷. Ül l. ÜD. È ÄÇjÄ. ½. ¿¾Ö¾ ÖÉx
 ÖÖDÖDÎ \$ºj¿. fÄÄjÖ \$t jD¾ÄÖ. ÜD. È
 ÄÇjÄ. ½. 8-6-2012-Ø. ¿¾ÖDÄ¾Ü. j. Ä.ºj. ¬3
 ¬Ä½Ö «ÜÖÄÖÄ¾j. NÈÖl. ÇÐ.

69. $\frac{3}{4}A\bar{O}A\bar{E} \div U\bar{I}\bar{I}\bar{O} \mid \bar{O} \quad - \bar{E} \times p\bar{O} \cdot \bar{A}$
 $\pm Y\bar{A}\% \bar{U}\bar{I} \quad p\bar{O} \frac{3}{4}A\bar{O}\bar{O} \quad - \bar{A} \frac{1}{2} \bar{I} \mid \bar{S}\bar{C} \quad \circ \mid \bar{D}^{\circ} \bar{C} \mid \bar{A}$
 $- \bar{O}\bar{C}\bar{E}. \bar{A}\bar{A} \bar{S} \mid \bar{i}\bar{d} \quad \cdot \quad \cdot \quad \cdot \quad \bar{C} \mid \bar{A}\bar{A}\bar{O}\bar{U}\bar{O} \frac{3}{4} \bar{C} \mid \bar{i} \mid \bar{O} \frac{3}{4}$
 $\bar{A}\bar{O}\bar{I} \mid \bar{O} \quad \bar{A}\bar{D} \quad \frac{3}{4} \bar{A}\bar{E}\bar{I} \quad \cdot \quad \cdot \quad \cdot \quad \pm \bar{I}\bar{I} \mid \frac{3}{4} \bar{A}\bar{I}\bar{O},$
 $\mid \mid \bar{i} \mid \bar{I} \mid \bar{O}\bar{A}\bar{D} \frac{1}{4} \quad \mid \frac{3}{4} \bar{A}\bar{U} \frac{3}{4} \bar{A}\bar{I} \mid \bar{O}, \quad \frac{3}{4} \bar{O} \cdot \bar{A}\bar{A}\bar{O}$

pōl l ō ša i ð pōū ¾ ā ÷ · · Ç, à ½ ç z ð ō
 | · ° ō ō ša i ð z ç ā i · ō ó · · ē ō ā ē « ō ā ā ø ā ū · · ā
 p ō z ¾ ā y ē ð ¾ ø ¾ i l · ø | · ° ¾ ō l š ā n t ō
 ± y ū ā ū ¾ ā ÷ · ū ¾ ā ō ō ā ē l l · · ā » ÷ ā i ¾ ø ¾ i ÷ ·
 š ā ō ō · ū · n ¾ ō y ¾ ē ō ō ō · i n ā ø ¾ i ÷ ·

Rajasthan High Court :

Alcobex Metals Ltd., - Vs. - State of Rajasthan And Ors. (2004) IILLJ 886 Raj.

....The dispute raised by workmen about validity of retrenchment and unfair labour practice was clearly a dispute exclusively triable by Labour Court/Industrial Tribunal under Industrial Disputes Act. In respect of dispute about termination of workmen have been conferred individual right to raise the dispute and get it adjudicated under section 10 of the Act.

.... It is wellsettled rule of interpretation that no part of statute shall be construed as unnecessary or superfluous. The proviso cannot be diluted or disobeyed by an employer. He cannot disobey the mandatory provision and then say that the order of discharge or dismissal made in contravention of section 33 (2) (b) is not valid or inoperative. He cannot be permitted to take advantage of his own wrong. The interpretation of statute must be such that it should advance the legislative intent and serve the purpose for which it is made rather than to frustrate it. The proviso to section 33 (2) (b) affords protection to a workman to safeguard his interest and it is a shield against victimization and unfair labour practice by the employer during the pendency of industrial dispute when the relationship between them are already strained. An employer cannot be permitted to use the provision of section 33 (2) (b) to ease out a workman without complying with the conditions contained in the said proviso for any alleged misconduct said to be unconnected with the already pending industrial dispute. The protection afforded to a workman under the said provision cannot be taken away. If it is to be held that an order of discharge or dismissal passed by the employer without complying with the requirements of the said proviso is not void or inoperative, the employer may with impunity discharge or dismiss a workman...

70. $\pm\frac{1}{2}\% \text{AU} \frac{1}{4}\text{I} \ddot{\text{A}} \div \frac{1}{4}\text{A}\ddot{\text{O}} \ll \text{E}\ddot{\text{A}} \div \text{O}\% \text{A}\ddot{\text{E}} \text{I} \text{I} \ddot{\text{A}} \gg \div$
 $\text{A} \frac{1}{4}\text{I} \ddot{\text{A}} \ddot{\text{O}} \text{A}\ddot{\text{E}} \text{A} \text{I} \text{I} \ddot{\text{O}} \text{S} \ddot{\text{E}} \text{I} \text{I} \frac{1}{4}\text{Y} \text{AU} \frac{1}{4}\text{I} \ddot{\text{A}} \div \ddot{\text{C}} \text{A} \frac{1}{2}\text{t}$
 $\ddot{\text{E}} \ddot{\text{I}} \ddot{\text{O}} \text{I} \circ \text{O} \frac{1}{4}\text{I} \ddot{\text{U}} \text{E}\ddot{\text{A}} \text{O} \circ \text{I} \ddot{\text{A}} \ddot{\text{O}} \text{A} \pm \text{Y}\ddot{\text{U}} \ddot{\text{O}}, \circ \text{A}\ddot{\text{A}} \circ \ll \text{O}\ddot{\text{A}} \ddot{\text{A}} \div$
 $\text{O}\text{Y}\ddot{\text{E}} \text{I} \ddot{\text{O}} \text{S}\ddot{\text{A}} \text{I} \text{I} \ddot{\text{A}} \text{I} \ddot{\text{O}} \div \frac{1}{4} \ddot{\text{O}} \ddot{\text{O}} \ddot{\text{A}} \text{O} \text{p}\ddot{\text{O}} \text{O}\% \text{S}\ddot{\text{A}} \text{I} \ddot{\text{D}} \text{A} \frac{1}{2}\text{t}$
 $\ddot{\text{E}} \ddot{\text{I}} \ddot{\text{O}} \text{I} \circ \text{O}\ddot{\text{A}} \ddot{\text{O}} \text{A} \text{D} \frac{1}{4}\text{I} \ddot{\text{U}} \times \ddot{\text{O}}, \text{p}\ddot{\text{O}} \frac{1}{4}\text{I} \text{A} \frac{1}{2}\text{t} \ddot{\text{E}} \ddot{\text{I}} \text{30(2)(b)-Y}$
 $\text{A}\ddot{\text{E}} \text{I} \text{I} \text{Z}\ddot{\text{U}} \ddot{\text{O}} \frac{1}{4}\text{I} \frac{1}{4}\text{O}\ddot{\text{A}} \pm \text{Y}\ddot{\text{U}} \ddot{\text{O}} \ll \text{O}\ddot{\text{A}} \ddot{\text{A}} \text{O} \text{AU} \frac{1}{4}\text{I} \ddot{\text{U}} \ddot{\text{O}}$
 $\text{I} \circ \text{O} \text{D} \text{p}\ddot{\text{O}} \ddot{\text{E}} \text{I} \text{I} \text{Y}\ddot{\text{E}} \text{O}\% \text{O} \ll \text{O}\ddot{\text{A}} \text{I} \text{I} \text{A}\ddot{\text{U}} \text{E} \text{A}\ddot{\text{E}} \text{S} \ll \text{O}\% \text{I}$
 $\text{A} \frac{1}{2}\text{t} \ddot{\text{E}} \ddot{\text{I}} \ddot{\text{O}} \text{I} \circ \text{O} \ddot{\text{O}} \ddot{\text{O}} \pm \text{E} \text{AU} \frac{1}{4}\text{I} \ddot{\text{A}} \div \text{O} \text{U}\ddot{\text{U}} \ddot{\text{O}} \text{U}\ddot{\text{U}}$
 $\text{Z}\ddot{\text{U}} \ddot{\text{O}} \frac{1}{4}\text{I} \frac{1}{4}\text{O}\ddot{\text{A}} \pm \text{Y}\ddot{\text{U}} \pm \text{I} \ddot{\text{O}} \ddot{\text{D}} \ddot{\text{A}} \text{O} \frac{1}{4}\text{I} \ddot{\text{A}} \div \ddot{\text{O}} \ddot{\text{O}} \ddot{\text{A}} \text{O}$
 $\text{p}\ddot{\text{O}} \text{O}\% \circ \text{A}\ddot{\text{A}} \circ \text{S}\ddot{\text{A}} \text{I} \text{I} \ddot{\text{A}} \text{I} \ddot{\text{O}} \div \frac{1}{4} \text{27-2-2012-O} \text{O}\ddot{\text{E}} \times \text{I} \text{I}$

ÅÖ¾¼ı, x Õ f=Ÿ 4Õ Š¾¼¢ °Å° ÖÊÅÈ ÷
 «ÇĎ, ÔÄĬ ŪÇ¾ı, x Õ ¬É; Ø Åç¢(6) Ÿ ÅĬ Ĭ
 14 ĭĐ, Ū Ĭ Ĭ Ū °Å° «È ÷, °Å° «ÖÄ÷ ÖŸÉ÷
 «ÇĎ, ÔÅ¼ ŠÄŇĬ Ō ±ŸŪŌ, «Ø Ĭ «È ÷, °Å°
 ÖÊ× ²ŪÄĐ¼ ¾¢ÈØ¼ ÅŌŌĐ 14 ĭĐ, Ū Ĭ Ĭ Ū
 «ÇĎ, ÔÅ¼ı¾ ŠÄ;Đ 14-7-2012-Ø ÅĖŌÄ, ÔÄĐ¼ Å½¢
 ĭ, -Ø¼Å× ²Ū Ø¼ Ĭ, Š¼ ±É ¾ĖĐ ÅĬ Ĭ Ĭ Ĭ ¬¾Äı,
 Ū, Ň¼ ÖŸ¼ÈŌŌ, Ç, ĭŇÅØı÷.

Bharat Sugar Mills Ltd. - Vs. - Shri Jai Singh and Ors. AIR 1961 SC 1183.

Labour and industrial dismissal section 33 of Industrial Disputes Act and sections 22 and 23 of Industrial Disputes Appellate Tribunal Act - appellant (company) filed application under section 33 for dismissal of 21 workmen on ground that they participated in go-slow- Tribunal observed that participation in go-slow had been established only against one workman permission given to dismiss only one workman also decided that management acted *mala fide* appeal by special leave observed that evidences established that 15 workmen were guilty of alleged misconduct and of these two were dead it cannot be said that management's conduct was *mala fide* when it asked for adjournment of conciliation meeting Tribunals Order modified and permission granted to dismiss 13 workmen....

Bharat Iron Works - Vs. - Bhagubhai Balubhai Patel and Ors. (1976) 1SCC518:

Labour and Industrial - jurisdictional error - sections 10 and 33 of Industrial Disputes Act, 1947 - respondents were charged by management - charges denied as false - victimization pleaded by respondents on account of trade activity - order of dismissal passed - management made application under section 33 - Tribunal after recording evidences from both sides refused to grant approval holding view that there was no *prima facie* case-Tribunal had no jurisdiction to act as court of appeal-jurisdictional error made by Tribunal - Tribunal directed to record appropriate orders and application under section 33 to be approved.

Rajasthan State Road Transport Corporation and Anr. - Vs. - Satya Prakash, 2013(6) SCALE654.

... It could not have passed the order of reinstatement with continuity in service in favour of the respondent on the basis that initially the Appellant had committed a breach of section 33(2)(b) of the Act. It is true that the Appellant had not applied for the necessary approval as required under that section. That is why the complaint was filed by the respondent under section 33A of the Act. That complaint having been filed, it was adjudicated like a reference as required by the statute. The same having

D. ŠA_i. Ÿ₄i Š,
^¾Ä[·] Á^¾ Ĩ^¾ Ō « ÖÄÄ÷,
 !^¾ÆÄ[·]Ç÷ ;^¾ÄÄŸËŌ, ŌĐŦ Š[°];ç

1341ÆÜ¾ÄjÜ ±Ñ 93/2012

Åºiið ,ÔAD¼ °iÐ°ÇÇÝ ADÊÂØ.

ÁÜ¾Ä: ÅÔÂØ:

Á.ºi.1 — °0¾ÄÄj ½Ç

Á.ºi.2 — Í Ó¾ÄÄ:0¾Ç (1341ÆÜ°Í ,0¾ÇÝ
1°ÄÄ:).

±¾Ç ÁÜ¾Ä: ÅÔÂØ:

±.Á.ºi.1 — P. °1 ¾ÇÅØ

±.Á.ºi.2 — M. ÄjÄjfÇ

±.Á.ºi.3 — S. ,Ö%½Ý

±.Á.ºi.4 — L. Í ,ÝÄj

±.Á.ºi.5 — P. ¬Ñ ¼jÜ

1341ÆÜ¾ÄjÜ ±Ñ 94/2012

Åºiið ,ÔAD¼ °iÐ°ÇÇÝ ADÊÂØ

ÁÜ¾Ä: ÅÔÂØ:

Á.ºi.1 — ®ÄÄjÇ

Á.ºi.2 — Í Ó¾ÄÄ:0¾Ç (1341ÆÜ°Í ,0¾ÇÝ
1°ÄÄ:).

±¾Ç ÁÜ¾Ä: ÅÔÂØ:

±.Á.ºi.1 — P. °1 ¾ÇÅØ

±.Á.ºi.2 — M. ÄjÄjfÇ

±.Á.ºi.3 — S. ,Ö%½Ý

±.Á.ºi.4 — L. Í ,ÝÄj

±.Á.ºi.5 — P. ¬Ñ ¼jÜ

1341ÆÜ¾ÄjÜ ±Ñ 95/2012

Åºiið ,ÔAD¼ °iÐ°ÇÇÝ ADÊÂØ

ÁÜ¾Ä: ÅÔÂØ:

Á.ºi.1 — ÄÍ ÍÇj

Á.ºi.2 — Í Ó¾ÄÄ:0¾Ç (1341ÆÜ°Í ,0¾ÇÝ
1°ÄÄ:).

±¾Ç ÁÜ¾Ä: ÅÔÂØ:

±.Á.ºi.1 — P. °1 ¾ÇÅØ

±.Á.ºi.2 — M. ÄjÄjfÇ

±.Á.ºi.3 — S. ,Ö%½Ý

±.Á.ºi.4 — L. Í ,ÝÄj

±.Á.ºi.5 — P. ¬Ñ ¼jÜ

1341ÆÜ¾ÄjÜ ±Ñ 96/2012

Åºiið ,ÔAD¼ °iÐ°ÇÇÝ ADÊÂØ

ÁÜ¾Ä: ÅÔÂØ:

Á.ºi.1 — °ÄÍ

Á.ºi.2 — Í Ó¾ÄÄ:0¾Ç (1341ÆÜ°Í ,0¾ÇÝ
1°ÄÄ:).

±¾Ç ÁÜ¾Ä: ÅÔÂØ:

±.Á.ºi.1 — P. °1 ¾ÇÅØ

±.Á.ºi.2 — M. ÄjÄjfÇ

±.Á.ºi.3 — S. ,Ö%½Ý

±.Á.ºi.4 — L. Í ,ÝÄj

±.Á.ºi.5 — P. ¬Ñ ¼jÜ

1341ÆÜ¾ÄjÜ ±Ñ 97/2012

Åºiið ,ÔAD¼ °iÐ°ÇÇÝ ADÊÂØ

ÁÜ¾Ä: ÅÔÂØ:

Á.ºi.1 — S. °iÓ¾Ç

Á.ºi.2 — Í Ó¾ÄÄ:0¾Ç (1341ÆÜ°Í ,0¾ÇÝ
1°ÄÄ:).

±¾Ç ÁÜ¾Ä: ÅÔÂØ:

±.Á.ºi.1 — P. °1 ¾ÇÅØ

±.Á.ºi.2 — M. ÄjÄjfÇ

±.Á.ºi.3 — S. ,Ö%½Ý

±.Á.ºi.4 — L. Í ,ÝÄj

±.Á.ºi.5 — P. ¬Ñ ¼jÜ

1341ÆÜ¾ÄjÜ ±Ñ 98/2012

Åºiið ,ÔAD¼ °iÐ°ÇÇÝ ADÊÂØ

ÁÜ¾Ä: ÅÔÂØ:

Á.ºi.1 — ¿Ä¿ÖÄjÜ.

Á.ºi.2 — Í Ó¾ÄÄ:0¾Ç (1341ÆÜ°Í ,0¾ÇÝ
1°ÄÄ:).

±¾Ç ÁÜ¾Ä: ÅÔÂØ:

±.Á.ºi.1 — P. °1 ¾ÇÅØ

±.Á.ºi.2 — M. ÄjÄjfÇ

±.Á.ºi.3 — S. ,Ö%½Ý

±.Á.ºi.4 — L. Í ,ÝÄj

±.Á.ºi.5 — P. ¬Ñ ¼jÜ

1341ÆÜ¾ÄjÜ ±Ñ 99/2012

Åºiið ,ÔAD¼ °iÐ°ÇÇÝ ADÊÂØ

ÁÜ¾Ä: ÅÔÂØ:

Á.ºi.1 — B. °iÓ¾Ç

Á.ºi.2 — Í Ó¾ÄÄ:0¾Ç (1341ÆÜ°Í ,0¾ÇÝ
1°ÄÄ:).

±¾Ç ÁÜ¾Ä: ÅÔÂØ:

±.Á.ºi.1 — P. °1 ¾ÇÅØ

±.Á.ºi.2 — M. ÄjÄjfÇ

±.Á.ºi.3 — S. ,Ö%½Ý

±.Á.ºi.4 — L. Í ,ÝÄj

±.Á.ºi.5 — P. ¬Ñ ¼jÜ

Á.ºi.¬.34	19-3-2012	Copy of Venkatesan Department transfer order.	Á.ºi.¬.57	19-4-2012	Copy of Vally show cause notice.
Á.ºi.¬.35	19-3-2012	Copy of Thamees Ahamed Department transfer order.	Á.ºi.¬.58	19-4-2012	Copy of Chandrasekar show cause notice.
Á.ºi.¬.36	19-3-2012	Copy of Chandrasekar Department transfer order.	Á.ºi.¬.59	19-4-2012	Copy of Vijayan show cause notice.
Á.ºi.¬.37	5-3-2012	Copy of Navaneethammal suspend order.	Á.ºi.¬.60	19-4-2012	Copy of Thamees Ahamed show cause notice.
Á.ºi.¬.38	5-3-2012	Copy of Sarasu suspend order.	Á.ºi.¬.61	3-3-2012	Copy of First Information Report (FIR) No. 45/12, by SHO, Mettupalayam, Puducherry.
Á.ºi.¬.39	5-3-2012	Copy of Easwari suspend order.	Á.ºi.¬.62	—	Copy of salary bills of all employees for the month of March 2012.
Á.ºi.¬.40	5-3-2012	Copy of S. Shanthi suspend order.	Á.ºi.¬.63	14-7-2012	Copy of Navaneethammal dismissal order.
Á.ºi.¬.41	5-3-2012	Copy of Manjula suspend order.	Á.ºi.¬.64	14-7-2012	Copy of Manjula dismissal order.
Á.ºi.¬.42	5-3-2012	Copy of B. Shanthi suspend order.	Á.ºi.¬.65	14-7-2012	Copy of Sathiyavani dismissal order.
Á.ºi.¬.43	5-3-2012	Copy of Sathiyavani suspend order.	Á.ºi.¬.66	14-7-2012	Copy of B. Shanthi dismissal order.
Á.ºi.¬.44	10-11-2012	Copy of respondent management letter.	Á.ºi.¬.67	14-7-2012	Copy of S. Shanthi dismissal order.
Á.ºi.¬.45	29-12-2011	Copy of enquiry/conciliation call letter – I.D. No. 2766/2011, by the Labour Officer (Conciliation).	Á.ºi.¬.68	14-7-2012	Copy of Sarasu dismissal order.
Á.ºi.¬.46	19-4-2012	Copy of Nagappan show cause notice.	Á.ºi.¬.69	14-7-2012	Copy of Easwari dismissal order.
Á.ºi.¬.47	19-4-2012	Copy of Radha show cause notice.	Á.ºi.¬.70	22-5-2012	Copy of Vijayan dismissal order.
Á.ºi.¬.48	19-4-2012	Copy of Venkatesan show cause notice.	Á.ºi.¬.71	22-5-2012	Copy of Elakiya dismissal order.
Á.ºi.¬.49	19-4-2012	Copy of Rejina show cause notice.	Á.ºi.¬.72	22-5-2012	Copy of Nadhiya dismissal order.
Á.ºi.¬.50	19-4-2012	Copy of Deepa show cause notice.	Á.ºi.¬.73	22-5-2012	Copy of Vanaja dismissal order.
Á.ºi.¬.51	19-4-2012	Copy of Chandraprakash show cause notice.	Á.ºi.¬.74	22-5-2012	Copy of Vally dismissal order.
Á.ºi.¬.52	19-4-2012	Copy of Anbazhagan show cause notice.	Á.ºi.¬.75	15-3-2012	Copy of the Letter No. Py-2127/CIF2B/A2/2012, issued by the Inspector of Factories to the respondent.
Á.ºi.¬.53	19-4-2012	Copy of Prakash show cause notice.	Á.ºi.¬.76	19-3-2012	Copy of the show cause notice, issued by the Inspector of Factories to the respondent.
Á.ºi.¬.54	19-4-2012	Copy of Ilakiya show cause notice.	Á.ºi.¬.77	6-6-2012	Copy of letter issued by the Inspector of Factories to the petitioner's union.
Á.ºi.¬.55	19-4-2012	Copy of Pachaiammal show cause notice.			
Á.ºi.¬.56	19-4-2012	Copy of Sundramoorthy show cause notice.			

Á.ºj.¬.78	11-11-2011	Copy of order passed by the authority under Payment of Wages Act, 1936.	±.ºj.¬.10	3-3-2012	Copy of the respondent's notice affixed on notice- board.
Á.ºj.¬.79	17-10-2011	Copy of the complaint letter submitted before the authority under the Payment of Wages Act, 1936 by the petitioner's union.	±.ºj.¬.11	3-3-2012	Copy of the complaint by Mrs. Andal and FIR in Cr. No. 45/12.
Á.ºj.¬.80	29-9-2011	Copy of complaint letter submitted before the ESI Office by the petitioner's union.	±.ºj.¬.12	3-3-2012	Copy of the complaint by respondent to Sub-Inspector of Police.
Á.ºj.¬.81	28-9-2011	Copy of the complaint letter submitted before the Inspector of Factories by the petitioner's union.	±.ºj.¬.13	5-3-2012	Copy of the respondent's notice affixed on notice- board.
Á.ºj.¬.82	26-12-2011	Copy of the letter submitted by the respondent before the Labour Officer (Conciliation).	±.ºj.¬.14	7-3-2012	Copy of the respondent's notice affixed on notice- board.
Á.ºj.¬.83	21-11-2011	Copy of the letter submitted by the respondent before the Labour Officer (Conciliation).	±.ºj.¬.15	10-3-2012	Copy of the charge sheet by respondent to petitioner with acknowledgment for receipt by respondent.
Á.ºj.¬.84	15-5-2012	Copy of enquiry / conciliation call letter.	±.ºj.¬.16	14-3-2012	Copy of the reply by petitioners to respondent.
±.ºj.¬.85 Á.ºj.¬.86 Á.ºj.¬.87 Á.ºj.¬.88 Á.ºj.¬.89 Á.ºj.¬.90 Á.ºj.¬.91 Á.ºj.¬.92 Á.ºj.¬.93 Á.ºj.¬.94 Á.ºj.¬.95 Á.ºj.¬.96 Á.ºj.¬.97 Á.ºj.¬.98 Á.ºj.¬.99 Á.ºj.¬.100			±.ºj.¬.17	14-3-2012	Copy of the letter by respondent's Production Supervisor to Personnel Manager.
±.ºj.¬.1	5-3-2013	Copy of authorisation letter by respondent.	±.ºj.¬.18	14-3-2012	Copy of the letter by respondent to the Labour Commissioner.
±.ºj.¬.2	11-10-2011	Copy of the letter by respondent to Labour Officer (Conciliation).	±.ºj.¬.19	14-3-2012	Copy of the transfer order issued by respondent to 7 workers.
±.ºj.¬.3	10-11-2011	Copy of the proceedings before the Labour Officer (Conciliation).	±.ºj.¬.20	19-3-2012	Copy of the retransfer orders issued by respondent to said 7 workers.
±.ºj.¬.4	29-11-2011	Copy of the reply by respondent to payment of wages authority.	±.ºj.¬.21	27-3-2012	Copy of the visit note of the Social Security Officer.
±.ºj.¬.5	17-2-2012	Copy of the complaint by Vasunthradevi to Labour Welfare Officer.	±.ºj.¬.22	30-3-2012	Copy of the reply by respondent to Chief Inspector of Factories.
±.ºj.¬.6	18-2-2012	Copy of the transfer order by respondent to Vasunthradevi.	±.ºj.¬.23	9-4-2012	Copy of the letters (7 Nos.) by non-striking workers to respondent.
±.ºj.¬.7	27-2-2012	Copy of the complaint by Vasunthradevi to Labour Officer (Conciliation).	±.ºj.¬.24	10-4-2012	Copy of the letter by respondent to Labour Commissioner.
±.ºj.¬.8	—	Copy of the Proceedings in No. 2766/LO(C)/AIL/2011.	±.ºj.¬.25	10-4-2012	Copy of the letter by respondent to petitioner.
±.ºj.¬.9	3-3-2012	Copy of the complaint letters (6 Nos.) by non-striking worker to respondent.	±.ºj.¬.26	17-4-2012	Copy of the letter by respondent to Labour Commissioner.

±.°i.¬.27	26-4-2012	Copy of the letter by respondent to Labour Commissioner.	±.°i.¬.43	—	Copy of the Proceedings in No. 1367 LO(C)/AIL/2012.
±.°i.¬.28	15-5-2012	Copy of the lock-out notice by respondent.	±.°i.¬.44	23-6-2012	Copy of a notice affixed by respondent informing the workers about the reopening of the factory from 25-6-2012 and seeking an undertaking from about 30 workers who were instrumental in disrupting the peace inside the factory and hindering the production process by indulging in unlawful activities and go-slow in production.
±.°i.¬.29	17-5-2012	Copy of the letter by respondent to Mettupalayam Police.	±.°i.¬.45	27-6-2012	Copy of the final report of the Enquiry Officer.
±.°i.¬.30	19-5-2012	Copy of the notice affixed by respondent.	±.°i.¬.46	28-6-2012	Copy of the respondent's show cause letter to petitioner.
±.°i.¬.31	21-5-2012	Copy of the writ petition (W.P. 13736/12).	±.°i.¬.47	5-7-2012	Copy of the reply letter by petitioner.
±.°i.¬.32	22-5-2012	Copy of the representation by non-striking workers to the Labour Officer (Conciliation), Labour Commissioner, Payment of Wages Authority, Inspector of Factories.	±.°i.¬.48	14-7-2012	Copy of the termination letter.
±.°i.¬.33	22-5-2012	Copy of the termination letter issued by respondent to 5 workers.	±.°i.¬.49	4-1-2012, 6-2-2012 & 2-3-2012	Monthly production details for December 2011, January 2012 and February 2012.
±.°i.¬.34	23-5-2012	Copy of the order in MP.No. 1/2012 in W.P. No. 13736/2012.	±.°i.¬.50	24-2-2012 to 3-3-2012	Extracts of the output note books maintained by quality control and packing departments.
±.°i.¬.35	25-5-2012	Copy of the letter by respondent to Superintendent of Police, Mettupalayam, Puducherry.	±.°i.¬.51	24-2-2012 to 3-3-2012	Cumulative output report maintained by quality control and packing departments.
±.°i.¬.36	—	Copy of the photos of police providing protection against the petitioners in view of Hon'ble High Court's order in Ex-R-34.	±.°i.¬.52	4-6-2012	Copy of the conciliation failure report to the Secretary to Government (Labour).
±.°i.¬.37	31-5-2012	Copy of the notice in W.P.No.14223/2012 and enclosed copy of writ petition.	±.°i.¬.53	4-6-2012	Copy of the conciliation failure report No.2766/LO(C)/AIL/2011, dated 4-6-2012 from the Labour Officer (Conciliation), Puducherry.
±.°i.¬.38	31-5-2012	Copy of the letter send by respondent to petitioner.			
±.°i.¬.39	8-6-2012	Copy of the reply letter send by Enquiry Officer to petitioner.			
±.°i.¬.40	12-6-2012	Copy of the letter send by Enquiry Officer to petitioner.			
±.°i.¬.41	26-6-2012	Copy of the reply letter send by Enquiry Officer to petitioner.			
±.°i.¬.42	20-6-2012	Copy of the order continuing interim injunction granted earlier <i>vide</i> order dated 23-5-2012 in M.P.1 of 2012 in WP.No.13736 of 2012.			

D. ŠA_i. Y₄ Š,
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^{3/4} Ę Ę Ç ÷, ^{3/4} Ę Ę ÷, ÖÄ Š °; †